

Searching the Invisibles

A Study of Home Based Workers in Pakistan

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EXECUTIVE SUMMARY

Currently, in the context of home based workers, Pakistan's ILO Decent Work Country Program (DCWP) faces two inter-related challenges. The first is more direct and relates to the recognition of HBW as regular workers through ratification of ILO Convention on Home Work (C177) as well as delays in the official passage through Legislatures and implementation of National Policy on Home-based workers (NPHBW). The second is a statistical challenge that includes definitional issues, sizing the HBW population, profiling and monitoring the trends and socio-economic status of HBW on a continued basis. The main focus of this study is on the above mentioned second challenge.

This report not only quantifies the trends in the population of HBWs in the country, by urban/rural, province-wise and gender-wise but also analyzes the last 10 year socio-economic-demographic profile of HBWs, generated from the 7 Labour Force Surveys (LFS) conducted during period 1999-2009. In addition a sample survey of 300 HBW households in the Islamabad/Rawalpindi region, provides a detailed one-point in time profile of various issues facing HBWs. This local sample survey adds to the growing fragmented evidence on HBWs in the country. The 10 year trends in HBW profile is summarized as follows:-

- a) Majority of the 6 stakeholders (UNWomen, FBS, Pakistan Workers Federation, Home-Net Pakistan, Employers Federation of Pakistan and Federal Ministry of Labour) interviewed are in favour of capturing them through the addition of a column in the Population Census. Although liable to delays, the Population Census is regarded as the most cost effective measure of scaling HBWs, provided a consensus and consistent definition of HBWs is adopted.
- b) In the age 15+ population, HBWs at the national level increased from 1.22 million in 99-00 to a peak of 2.01 million in 2005-06. By 2008-09 they securely fell to 1.62 million, still higher by 0.4 million since the start of the decade. In terms of numbers, the population of female HBWs more than doubled from 0.52 million in 1999-00 to 1.13 million in 2008-09. The share of females in total HBW increased from 42.6 percent in 1999-00 to 71.4 percent in 2008-09. Nearly 80 percent of HBWs reside in the province of Punjab, followed by a distant 2nd, i.e., 8.2 percent residing in Sindh.
- c) HBWs in 15-19 and 20-24 age bracket constitute over 40 percent of all HBWs compared to 28.7 percent a decade earlier. The share of females in age group 15-24 increased much more rapidly than males. Around half of all HBWs do not have formal education, mirroring low literacy levels of the country. The second highest group of HBWs consists of primary school drop-outs. Entry of the female HBWs with education above primary and below matric level was the fastest during the period 2001-2006.
- d) The largest proportion of HBWs are engaged in the manufacturing activities at 75.8 percent, followed by community, social and personal services sector (10.9%) and wholesale and retail trade sector (6.5%) in 2008-09. The highest proportion of HBWs

are non-agriculture own account workers in the range of 37.2 to 49.7 percent, followed by piece rate workers in the range of 22.0-33.3 percent and unpaid family workers (12.6-17.2%).

- e) Only 19 percent of HBWs work more than 49 hours in a week defined as 'excessive' hours. Nearly ½ of female HBWs work in the range of 35-44 hours per week and another ¼ work part-time i.e., between 20-29 hours per week.
- f) The Labour Force Surveys in Pakistan only capture the details of remuneration of paid employees. During the decade the average monthly earnings of all types of HBWs fluctuated between Rs.1900/- to Rs.3100/- per month. Regular paid employees are the highest paid with monthly earnings at Rs.4870/- in 2008-09. Piece rate HBW just earn Rs.2400/- per month. The gender wage gap has widened during the decade for all the 3 types of HB workers. Comparing the growth rate of nominal earnings of employee HBWs and consumer price index, the per month real earnings of employee HBWs declined during the decade.
- g) Various deficits faced by HBWs, i.e., representation, recognition of rights, social protection and security, non-access to credit are better profiled from the HBW household sample survey of Rawalpindi/Islamabad region. More than 65% of HBWs experience work related constraints. Among those facing constraints, late receipt of payment and low demand are the two main constraints faced by females, and marketing and low demand are the ones faced by male HBWs. Only 2% of HBWs sell their products through NGOs/Organization, although 10 percent of females and 3.4% of male HBWs would prefer to sell through NGOs.
- h) Ninety-eight percent of responding HBWs are not registered with any organization. Of the 2% (i.e., 6) registered, only negligible have any role or get any support from the organizations. Over 95% of HBWs do not have any kind of insurance and 88% HBWs did not avail any subsidized health service. Ninety-one percent of HBW females did not possess BISP card. Enumerators were asked to record their observations on workplace occupational hazards. They found the workplace of nearly 1/5th of HBWs congested and with poor sunlight. The workplace of 16% HBWs was also poorly lighted.

What are the implications of above findings for the Decent Work agenda of ILO? The historical empirical evidence at the national level whatever its' weakness, and localized Islamabad/Rawalpindi survey although not representative for the entire HBW population of the country suggest that HBWs are confronted with serious problems (and females specifically as they now constitute 70% of HBWs) in terms of exploitation in terms of decent earnings, credible representation and negligible social protection coverage. These serious shortfalls in DWA stem from their being not organized, not represented in forums and being 'invisible'. At the other end, a major source of exploitation is 'invisible' employers in shape of intermediaries.

An essential pre-requisite for representation is their estimates in the country. The higher their numbers are the greater the chances of effective representation for decent work. In this regard at a policy level developing a consensus on a) definition of HBWs and b) a reliable source of generating and monitoring the data on scale and 'deficits' is needed. Sizing HBWs at the time of Census is regarded as the most cost effective and reliable source to monitor long-term trends in HBW population. Deficits can be monitored either through registration or periodic specific surveys or modules in LFS by FBS.

What is the best policy vehicle to reduce the deficits facing HBWs? One option is to frame and legislate a stand-alone specific policy (few countries have adopted this route) for HBWs that grants them a 'quasi-formal' status as a worker outside the ambit of employer/employee definition. Approval of such a policy is regarded by some as 'formalization' of the informal sector with attached reservations of poor implementation, backed by the observed ineffective implementation of existing labour laws in the organized sector and 'spillovers' to other segments of the informal sector. The second option is to reduce deficits through 'individual' versus 'organizational' registration, based on nature of work or even maybe location or gender. This largely circumvents the issue of creating 'quasi-worker' status for HBWs, and a law that adds to a plethora of existing poorly implementable laws. Among the sub-options of the second option encouraging and allowing HBWs organizations to register in WWF and Social Security departments would require some modifications of existing labour laws, advocacy and identification of clusters by the relevant local government departments and NGOs. However being less superior to 'individual' registration it may create a tier of HBW organizations whose transparency and working may have to be monitored by an umbrella organization.

A third policy issue in the presence of both 'invisible' HBWs and his/her employer is how best to run and finance a sustainable social protection system, whether at an 'individual' or an 'organizational' level? The conventional tri-partite arrangements in contributions to social security or/and worker welfare fund would need modification, recognizing that employers' or their representatives are largely invisible and even if HBWs or organizations are registered, their invisibility may remain intact for reasons of income security. In this case a two-party, i.e., HBWs and the government arrangement is needed to create a sustainable mechanism to finance the reduction in social protection deficit.

1 INTRODUCTION

1.1 Trends in Home Based Workers: Country and Regional Trends

The adoption of Washington Consensus in the form of liberalization, privatization and de-regulation policies by many countries have brought about profound changes in the labour markets characteristics and dynamics around the world and specifically in developing countries during the last 3 decades. These changes are yet evolving. As a by-product, competition in international trade as well domestic markets has increased. The pressure on firms to cut cost or Foreign Direct Investment (FDI) in search of low cost producers and countries has increased the incidence of flexible work contracts or sub-contracting production. Informal employment and Home-based work its sub-component, has therefore been rising gradually since the last two decades.

However the information base and its quality on informal employment have lagged behind the dynamic changes occurring in the labour markets of the developed and developing countries. In most countries, more so in developing countries the sizing trends of Home Based Workers (HBWs) are short, i.e., extending historically to two or three points in time patchy, i.e., just one point in time and irregular, i.e., sometimes with a gap of 5,7 or 10 years. These are supplemented by non-representative sample surveys of cities, case and anecdotal studies. This is not to undermine the efforts undertaken by ILO and many individual countries during the last 2 decades in improving the quantity and quality of data base on HBWs as well improve the status and recognition of HBWs through policy, project and program interventions.

In US, the numbers of those who work at home continue to increase steadily from 1980 onwards after falling during the decades 1960-1980. Between 1980-2000 the HBWs increased from 2.2 million to 4.2 million. In 2000 they formed 3.3 percent of work force. HBWs represent between 4 to 11 percent of the total workforce in eight out of twelve European countries surveyed: Belgium, Denmark, France, Germany, Ireland, Italy, Luxembourg and Netherlands. In the remaining four countries, the share of home-based workers in the total workforce was as follows: Greece (one percent), Portugal (four percent), Spain (one percent), and the U.K (three percent).

In developing countries, official statistics from the 90's decade suggest considerable variation in the incidence of home-based work. In seven of the countries, home-based workers (both those self-employed and home workers) represented between 10-25 percent of the non-agricultural workforce: Benin (66 percent), Guatemala (26 percent), India (17 percent), Kenya (15 percent), Mexico (17 percent) Tunisia (11 percent) and Venezuela (18 percent).

1.2 Background and Evolution of ILO C177

Home based workers as a distinct sub-class of 'informal employment' or 'informal sector' gained importance in ILO work in early 1990s. In earlier decades the work on HBWs, including numerous studies on HBWs was subsumed in its parent sector, i.e., informal sector. According to Chen et al (1999), "Historically, the official position of the international trade union movement was that home based work should be banned because the conditions of home based work are exploitative and home based workers are dispersed and isolated to be organized". A synthesis of studies on HBWs pinpointed the gaps in legislation that were used to inform the process leading to the Convention being placed on the ILO agenda.

Parallel to the work on informal sector by ILO, trade unions and associations of home based workers and other informal workers were organized in countries such as India, South Africa, the Philippines, the United Kingdom and Canada. Among these associations, the Self-Employed Women's Association (SEWA) of India spearheaded a global campaign to influence the international trade union movement and ILO. The culmination of the SEWA-led campaign joined in the early 1990s by an international alliance of home based worker (called Home-Net) was the adoption by the ILO of an International Convention on Home Work in 1996 known as convention 177¹.

According to article 3 of the convention, "Each member which has ratified this Convention shall adopt, implement and periodically review a national policy on home work aimed at improving the situation of home workers, in consultation with the most representative organizations of employers and workers and, where they exist, with organizations concerned with home workers and those of employers of home workers".

After much debate at ILO over definitions, it was agreed by the Convention that a home based worker must possess the following three characteristics: (a) they must work in a place other than that of their employer; (b) they must work for remuneration; and (c) their work must result in a product specified by the employer. The Convention recognizes home workers as workers who are entitled to just reward for their labor and sets a standard for their minimum pay and working conditions. The text of the Convention covers many of the policies, such as: equality of treatment with other workers; the right to a minimum wage; social security protection; maternity benefits; health and safety provisions; protection against discrimination and the right to organize. It also includes some wider measures such as the inclusion of home workers in labor statistics and the need for a system of labor inspection and for regulation of intermediaries.

Chen et al (1999) finally state, "The Convention is the first international treaty to set labor standards for the informal sector. If ratified and implemented by national governments, the Convention represents a powerful means to reduce poverty among home workers, often the poorest of all workers. Moreover, it would establish an important precedent for similar

¹ The Convention came into force in April 2000.

legislation to protect and promote other categories of home based workers and informal sector workers more generally”.

1.3 Decent Work Agenda and Home Based Workers

At the 89th International Labour Conference in June 1999, the ILO launched its Decent Work agenda (DWA), centered around four strategic objectives:

- 1) To achieve fundamental principles and rights at work
- 2) To promote greater employment and income opportunities for both women and men
- 3) To aid in extending social protection
- 4) To promote social dialogue

In a background paper prepared for an MDG Summit of 2005, by International Confederation of Free Trade Unions, the authors state that “the Trade unions are convinced that the Decent Work Agenda provides both an overarching framework and a set of mechanisms and strategies to achieve “a fair globalization” with robust wealth and income distributive mechanisms. With its four-tier definition, it focuses, not just on economic growth, but on employment and pro-poor growth, and on resource transfers to the poor through social protections and promotion of basic rights, including freedom of association and collective bargaining, that could enable the poor to organize and bargain collectively to attain adequate incomes and decent conditions of work. It also stresses social dialogue and participation through representative workers’ organizations, thereby empowering workers in poor communities to be involved in development policies affecting their lives and livelihoods”.

In many respects International Convention on Home Work (C 177) adopted by ILO in 1996 was precursor and a building block to overarching framework and thinking being developed for its yet to be launched Decent Work Agenda 3 years later. In fact C177 can be termed as the initial blueprint of Decent Work Agenda. Convention 177 is totally consistent with DWA objectives and is an extension to a sub-category of workers. Thus ratification of Convention 177 by the Pakistani Government would imply operationalization of Decent Work Agenda with its implementing partner agency, i.e., ILO.

We now demonstrate how the various commonly identified ‘deficits’ faced by HBWs if eliminated/reduced can directly lead to the realization of the four DWA objectives mentioned above and concurrent implementation of C177:-

- 1) Achieve Fundamental principles and rights at work

Rights’ Deficits: Various studies document that home based workers are not covered by labour legislation primarily because the labour code is based on an employer/employee

relationship. They do not enjoy legal and social protection and have no voice to protect their interests.

Representation Deficits: HBWs employees, own account workers/employers are often not organized, not represented in forums and have little or no voice. They cannot negotiate or bargain with employers, donors, civil society or public administration for their rights.

Convention 177 in its article 4 states, "Equality of treatment shall be promoted, in particular, in relation to: a) the homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations; b) protection against discrimination in employment and occupation.

- 2) To promote greater employment and income opportunities for both women and men

Growth Deficits: HBWs have usually zero growth in their productive activities primarily because of their lack of access to 'Skills enhancement' and competitive growth opportunities. Moreover lack of access to financial capital and poor remuneration further reduces their chances of income growth or generate sufficient household savings for productive investment.

Convention 177 in its article 4 states, "Equality of treatment shall be promoted, in particular, in relation to: d) remuneration; f) access to training; g) minimum age for admission to employment or work.

- 3) To aid in extending social protection

Social Protection Deficits: Social security laws apply only to formal/organized workers covered by labour law. HBWs have no retirement or illness benefits and are exposed to occupational risks such as accidents and serious health hazards. Women represent a large part of HBWs. Their working conditions are often unacceptable.

Convention 177 in its article 4 states, "Equality of treatment shall be promoted, in particular, in relation to: c) protection in the field of occupational safety and health; e) statutory social security protection; and h) maternity protection.

In its article 7, C177 states, "National laws and regulations on safety and health at work shall apply to homework, taking account of its special characteristics, and shall establish conditions under which certain types of work and the use of certain substances may be prohibited in homework for reasons of safety and health".

- 4) To promote social dialogue

In article 3 C177 specifies, "Each member which has ratified this Convention shall adopt, implement and periodically review a national policy on homework aimed at improving the

situation of homeworkers, in consultation with the most representative organizations' of employers and workers and where they exist, with organizations concerned with homeworkers and those of employers of homeworkers".

In article 5 C177 states, "The national policy on homework shall be implemented by means of laws and regulations, collective agreements, arbitration awards or in any appropriate manner consistent with national practice".

1.4 National Policy on HBWs: Challenges and Commitments

Decent Work Agenda of the government cannot be realized without recognizing, the special characteristics of HBWs, a major component of informal employment. These are a) Invisibility: the very fact that they work from home renders them invisible (not in the physical, but in the statistical sense) isolated from other workers and therefore to be less well organized and have less voice vis-à-vis employers or public authorities than other workers, b) Vulnerability: Being invisible also renders HBWs more vulnerable to exploitation specifically females, as the middleman/intermediaries (who themselves remain invisible) exploit their isolation and confinement in their homes to negotiate low piece rates and low remuneration. C) Deprivation: Since 'invisible' HBWs are not recognized as 'workers' and therefore are deprived of employment-based benefits or protection.

In a regional seminar organized by UNIFEM and Govt. of Nepal in conjunction with IDRC and WIEGO in the year 2000², Pakistan officials in the delegation to the seminar enunciated the following steps towards strategizing DWA towards home based workers:

- 1) National Policy on Home based Workers to be formulated by the Ministries of Labour and Manpower, Women's Development, Food and Agriculture, Industry, Commerce and the National Commission on the Status of Women,
- 2) Policy to be implemented by Ministry for Labour and Manpower;
- 3) Data to be collected by National Bureau of Statistics in collaboration with Provincial Government, local bodies and civil society organizations:
- 4) Ministry of Information to create awareness and sensitize media;
- 5) Networking between Government and civil society organizations
- 6) Emphasis on important sectors: garments, embroidery, leather, paper work, food and fruit preservation and packaging, agriculture, livestock, fisheries, forestry.

² Regional Policy Seminar, "Women workers in the informal sector in South Asia: Creating an enabling environment, Kathmandu, 18-20 October 2000.

Ten years hence, these Decent Work interventions towards informal sector workers in general and towards Home based workers in particular are still in various stages of legislation and implementation. National Policy on Home Based Workers prepared with collaboration of the above ministries and other stake holders is lying with the Ministry of Labour and Manpower for final endorsement. With the passage of 18th amendment to the Constitution of Pakistan in 2010, the responsibilities of the Labour ministry is to be delegated to the 4 provinces by middle of 2011. The division of responsibilities between the Federal and provincial governments for implementing and monitoring labour laws is still under discussion.

Currently, in the context of home based workers, Pakistan's ILO Decent Work Country Program (DWCP) faces two inter-related challenges. The first is more direct and relates to the recognition of HBW as regular workers through ratification of ILO Convention on Home Work (C177) as well as delays in the official passage through Legislatures and implementation of National Policy on Home-based workers (NPHBW)³. The second is more technical and relates to statistical challenges that include definitional issues, sizing the HBW population, profiling and monitoring the trends and socio-economic status of HBW on a continued basis. These two challenges are inter-dependent in a sense that effective interventions for implementation of national policies or even pilot decent work programs can only be appropriately designed if they are based on rich qualitative and quantitative bench mark information and analysis, at the national, sub-national and local level. On the other hand a reliable and permanent data base on HBWs can only be established with government support and commitment (including international obligations) at the highest policy level. However Decent Work initiatives in a pilot form can be implemented in the country, pending progress at the legal and institutional front. Focused information can be gathered from rapid appraisal of few geographical clusters for effective and holistic targeting of decent work initiatives.

1.5 Objectives of the Study

This study will focus on the above mentioned second challenge. It will be a theme based stand alone statistical report and its value-added lies in the fact that it will touch on various aspects of HBWs in more depth than hereto attempted in earlier reports of the Government. This is a qualitative-cum-quantitative score card report that informs the policy makers, domestic and international development partners and researchers on the following issues related to Home Based Workers:-

- a) Federal Bureau of Statistics (FBS), multilateral agencies, NGOs, employers and trade union perspectives on definitional and statistical challenges in scaling the HBWs

³ Pakistan is a signatory to C100, that calls for reducing inter-gender wage disparity. Signing of C177 along with C100 will strengthen its commitment to decent work agenda as overwhelming of HBWs are females, and gender wage disparities are widening.

- b) Methodological issues and informational gaps in sizing HBWs from various Labour Force Surveys (LFS).
- c) Documentation of profile of historical trends of HBWs from 1999 onwards by various socio-demographic-economic indicators to provide baseline data for policy interventions and further research. So far such a profile has not been documented in government publications for use by the various stakeholders. This will also serve as a monitoring tool for sizing HBWs in the future.
- d) Findings from a rapid appraisal sample survey of one or two clusters focused specifically on decent work issues including quantification of various 'deficits' will be documented. It will not only complement the missing information on 'deficits' not covered in LFS but may help to validate the national level information in the LFS surveys. The structure of the questionnaire will provide a blue-print for regular or irregular tracking of HBWs by the FBS in the future.

CHAPTER 2

2 STATISTICAL AND POLICY CHALLENGES FACING HBWS: STAKEHOLDER'S PERSPECTIVES

2.1 Introduction

The two challenges currently facing HBWs highlighted in the previous chapter are not only specific to Pakistan but are common to many developed and developing countries. With increasing informal employment these challenges can only be overcome by a process of consultation, collaboration and consensus building among various stakeholders i.e., government ministries, legislatures, development partners, international and national NGOs, labour organizations, HBWs, employers and civil society at large. This chapter makes an attempt to give a flavor of perspectives on the challenges facing Pakistan from a limited set of stakeholders enumerated above. This will contribute to a better understanding of the commonalities and differences among the stakeholders on HBWs issues and help in building a consensus framework for policy, program and project formulations.

2.2 Federal Bureau of Statistics (FBS)

As a sole government agency responsible for collecting and compiling labour statistics at the national level, it carries out labour force surveys irregularly in the country since 1960s. The sample size of LFS rose from 16,000 households in 99-00 to 40,000 currently. Since last 4 years it is monitoring labour market conditions on a quarterly basis and recently published its first report on quarterly trends in 2009-10.

As flagship statistical organization, FBS maintains that its' nation-wide sample survey are representative and the shares of various types of labour force categories accurately (with a margin of error of 3-5%) reflect their distribution and numbers at the national level. Moreover, the extent to which HBWs are captured or enumerated in the survey depend on the construction of sampling frame, that itself is based on distribution of population among provinces and in turn districts' population. However since LFS is a general purpose household level labour market information data base, it is already heavily 'loaded' and it is difficult to incorporate in-depth questions on specific labour market sub-categories on a regular basis. Regarding the various options besides sample surveys for sizing HBWs, FBS have the following views:-

a) Given the thin spread capacity of FBS in many assignments and resource constraints, incorporating a single question on "Place of work" in census would be a more cost effective which can help in building a more accurate long time series of HBWs along with population. However the FBS feels that given a statistical based robust sampling frame, the census results will not deviate from numbers yielded by blowing sample based LFS.

b) During the inter-censal period FBS is willing to add special modules at irregular intervals at the request of main users. They suggested that currently an opportunity exist in including a module in upcoming child labour survey being planned after an interval of 14-15 years.

c) Since HBWs are scattered all over the country, sizing them through cluster enumeration is even more difficult and costly as an identification of clusters itself is a costly and time consuming exercise.

2.3 UN Women

As a development partner and multilateral organization, UN Women is very active in female issues, including their empowerment, rights, welfare and recognition. Given that majority of HBWs are females, it is equally concerned with the 'deficits' facing HBWs and collaborates and provides technical advice to various government ministries and NGOs involved directly or indirectly with HBWs in Pakistan. It also encourages informed decision making by sponsoring studies on the issues of HBWs in the country. With the cooperation of another NGO, Roots for Equity, it is in the process of finalizing a limited district, cluster focused study based on a sample of 1400 HBWs in the country.

In response to the issue of accurately sizing the HBW population in the country the UN Women favors registration of HBWs at the local level. However, only a strong coordination between the concerned departments/ministries at the local, provincial and federal level and awareness/advocacy campaign can ensure the effectiveness of this method in capturing the overall population of HBWs. In identifying or suggesting any organization for carrying out registration it is aware of the various types of constraints faced by the government departments. It remains involved in an advisory and consultative capacity about implementing an effective registration process whether it is housed in the social welfare department at the local level and in women's department at the provincial level (after the devolution). In collaboration with the Ministry of Labour it is also willing to contribute to capacity enhancement of women's department for this purpose at the provincial level. It favours that local NGOs as they are better informed about grass root environment be involved by the Social welfare department for a transparent registration process. For an informed basis for policy, program or project intervention, they would prefer data base gathered through registration or through a specific HBW module attached every 3 years to on-going LFS.

For sizing of HBWs, adding one question related to place of work of respondent and its family members in the census form may be a more cost-effective option. Including this question (in the long-form) and few other indicators on 'deficits' in a household sample survey conducted along with the census, may not give a radically different estimate than obtained from the LFS. Even the latter approach to sizing of HBWs calls for improved coordination between FBS and Census organization for framing questions to quantify the various 'deficits' facing the HBWs.

Regarding the policy challenges facing HBWs, they will regard the legislature approval of the National Policy on Home Based Workers (NPHBW) as a milestone in recognizing HBWs as 'workers'. Given the governance challenges faced by the government in general and ministries especially, implementing the NPHBW in a devolved environment will need the political will and effective inter-ministerial coordination of the relevant provincial departments and federal government. The issue and extent of institutional ownership of NPHBW by the provinces, effective inspection framework, identifying the stakeholders for social security and WWF contributions, especially when 'ultimate employers' are as 'invisible' as the HBWs themselves, are some of the crucial issues in the effective and transparent implementation of NPHBW. Resolution in the Baluchistan Assembly in favour of ratifying C177 and in other 3 provinces supporting the approval of NPHBW is an indication of the political will of the provincial governments to effectively implement the policy in its true spirit and letter.

2.4 HomeNet Pakistan

HomeNet Pakistan as a member of HomeNet South Asia was established as an NGO in November 2005. It is a network of organizations working for the recognition and labour rights of HBWs. To-date, a total of 538 HBW organizations comprising of 58,282 home based women workers are registered with HomeNet Pakistan from all over Pakistan. The NGO envisions "a society in which HBW are ensured visibility, recognition, legal and social protection and a decent standard of living".

In its meeting with the Executive Director of HomeNet Pakistan, the consultant was informed that a column has been added to the Census form for Census 2011. The column lists and read as follows: - "Economical Household Activities: Enter the economical activities of this house for example stitching, embroidery, handicrafts, poultry or livestock and carpets". At first glance it may be inconsistent with the 'place of work' classification adopted by LFS. It does not clearly distinguish between farm and non-farm activities. The former by definition are all home based and are excluded from enumeration of HBWs. Thirdly a person doing stitching for personal use and/or raising livestock for personal use is an in-kind contribution to household income and therefore 'economical activity' but is different from 'remunerative work'. However as a lengthy consultative process may have decided its structure and inclusion in the form, therefore it is premature to judge its success in accurately sizing the HBWs in the country. In spite of these weaknesses it considers this inclusion as a good supplement to registration which has its own weaknesses.

The NGO is of the view that both Labour and Social Welfare Departments of provincial governments should collaborate in the registration of HBWs. In fact it emphasizes the creation of a separate wing within each provincial labour dept to monitor the registration process and build data base of HBWs. The NGO is also aware that any registration process that is backed by short or long-term offer of incentives in cash or in-kind carries the risk of politicization, rent-seeking and inclusion of ineligible population. As a second best option for sizing HBWs, committees at the Union Council level composed of labour, social welfare

officials, NGO representatives and HBWs will ensure transparency and accuracy of the registration process.

In response to a question on how the devolution could be best capitalized to establish accurate and comprehensive database for HBWs, the NGO is of the opinion that a national, provincial framework and inter-ministerial coordination framework along with NGOs is needed to facilitate in the establishment of HBW database.

Does the approval of NPHBW imply a 'paradigm' shift in 'formalizing' the informal sector? The NGO considers that HBWs should be looked from 'another lens' rather than from the employer/employee lens. Equity considerations and a right based approach calls for their recognition as 'worker'. However in discussing the effective implementation of NPHBW it has serious reservations on following counts and rates its chances of success even lower than applicability of minimum wage laws and labour inspection laws:- very scattered nature of HBWs, lack of political will, rift between the provinces, lack of coordination, lack of local governments and absence of sensitization and awareness campaigns. Once the NPHBW is approved the NGO is also looking forward to advocating similar policies for other type of informal employment, e.g., domestic workers, vendors, etc.

It recognizes that 'invisible' employers are an important pillar of any tri-partite arrangement to effectively implement the NPHBW. Any policy intervention that increase demand for products of HBWs and strengthens' value chains and linkages will help in the economic advancement of HBWs and employers.

The Network's forte is in identifying HBW clusters either area-wise, product-wise or employment-wise. This cluster approach can further help in enumeration of clusters at the national level and improve and enlarge the database of HBW population for overtime profiling and monitoring of various deficits faced by the HBWs.

2.5 Pakistan Workers Federation (PWF)

PWF is a sole umbrella organization of most of the large trade unions registered in the country and therefore not only represents workers but also trade unions in all national and international governmental/non-governmental forums.

The officials of PWF are wary of the reliability of any kind of data on labour force, including the data on HBWs generated by the government (FBS), semi-governmental organizations and NGOs. The PWF perspective is that the substantial lags in data collection and its reporting in an environment of rapidly changing labour market conditions and specifically unemployment conditions make them meaningless for any policy action. Thus the reliability of statistics in case of HBWs will be even poorer and even more in rural areas as they are 'invisible' and non-traceable and clusters keep shifting.

The PWF officials evaluate the success in implementation of any kind of sizing exercise or even policy intervention for HBWs from the lens of their experience in implementation and

effectiveness of existing labour laws and regulations. Based on this accumulated knowledge they cited many examples where the existing labour laws and policies, are not effectively implemented, e.g., minimum wage, inspection of factories and rights to unionize etc. In case of HBWs, that are thinly dispersed throughout the country chances of any policy implementation is a 'non-starter' and it will add to the governance deficit in labour issues. However, PWF fully supported the idea of enumeration of HBWs through census, rather than through specific and occasional modules in LFS, registration and cluster enumeration methods. They emphasized that in all labour welfare issues employers need to be educated regarding their obligations towards any type of labour, including HBWs. Sizing should be the government's responsibility and established labour organizations cannot be expected to contribute to sizing of HBWs due to overload of their own agenda, capacity and time constraints.

2.6 Ministry of Labour, Manpower and Overseas Pakistanis

The consultant met the Central Labour Adviser (CLA) to elicit the perspectives of the Ministry on the above two issues facing the HBWs in the country. Regarding the scaling of HBWs population, first and the foremost issue is of defining the HBW. Currently various definitions are afloat leading to variety of estimates. A consensus of all stakeholders is needed to define who should be regarded as a 'home based worker'? Can farm workers be included in this definition? Even many of the field enumerators have not mastered the definition so as to include or exclude a certain category of workers as HBWs. Some of the other issues he cited in correctly sizing HBWs are i) access to private residences, ii) invisibility, and iii) frequent change of workplace location. He was of the view that some of the above challenges to sizing can be overcome, if a 'factory' approach is adopted by the statistical agency, i.e. obtain a listing of 'factories in the informal sector' from the Provincial Department of Industries as their definition of factory includes 'employing one or more person' in a workplace. However it leaves a big question of how to enumerate 'own account HBWs' and 'piece rate workers'.

Sizing HBWs through a registration process has its own pros and cons. Rent seeking, politicization of the process, non-entry to private homes and poor capacity of ministries/Departments to be involved at the local level are few of the drawbacks for a transparent and accurate sizing of HBWs. However awareness campaigns and clear strategy for advocacy by the NGO community of the benefits of registration can make it an effective method. The ministry also regards covering the enumeration of HBWs through population census as highly cost-effective method, but a consistent and agreed-upon definition of HBW is a crucial pre-requisite. However, the ministry was not consulted on the column added (supposed to capture HBWs) in the form for census 2011.

In view of 'invisibility' of HBWs, constructing a nation-wide sampling frame of HBW clusters, that keep changing locations is more challenging than capturing them through registration process and involves considerable resources.

In order to capture, profile and inter-temporally track the ‘deficits’ of HBWs, the Ministry is more in favour of specific sample surveys of HBWs, similar to the ones conducted for the child labour.

The ministry considers the issues of implementation, enforcement, and devolution of labour institutions after the enforcement of 18th Amendment, as manageable and resolvable. EOBI is an autonomous federal institution. Social Security is already devolved to provinces. Data collection on labour is the responsibility of FBS, again a federal institution. In order to harmonize the inter-provincial labour laws an equivalence organization need to function at the federal level, as the province of Sindh is in favour of new laws on labour, while the officials of Punjab province favour modifications in the existing laws. Effective implementation of labour inspection laws will always remain a challenge at the provincial and more so at the local level.

2.7 Employers Federation of Pakistan (EFP)

As per its profile “Employers Federation of Pakistan was established in 1950 as a service organization with an objective to develop business in Pakistan through increase in Quality Production, better Human Resource Management, Balanced Labour Management and Decent Work Environment at workplace”. It acts as a bridge to protect and promote interests of employers at national and international level and serves as a link between employers, trade and labour unions. As the largest platform of employers in Pakistan, currently it has 500 member companies/corporations of which 30% are MNEs, 50% are private limited companies and another 10% are public limited companies.

In its dialogue with the Consultant, the President of EFP is of the opinion that Population Census provides the most cost effective and reliable instrument to size and scale the HBW population in the country. No other instrument can be a substitute for covering HBWs than the census. Even the census should cover it in more detail than a single column enumeration based on place of work. More columns be introduced in the Census form that distinguish/define place of work in more detail, so sub-contractors working at home can be distinguished from self-employed/own account workers working from home.

Registration should be voluntary and Ministry of Labour (MOL) should carry out the process as the women and social welfare ministries have limited capacity for such a task. However specialized cells for women and social welfare can be established within MOL to implement the gender related and social protection aspects of the registration process. He suggested that smart cards should also be given to HBWs as in the case BISP. However rent-seeking and politicizing of the process cannot be ruled out as corruption is a nation-wide phenomena.

Lack of lobbying by the stakeholders and consensus building among the parliamentarians are cited as the main reason for the considerable delay in the passage and official approval of the NPHBW.

According to the president of EFP, the main issue with regard to the implementation of policies for HBWs is their informal nature of work. They are an important link in the supply chain of output but as majority are linked to the informal sector activity; the implementation of policies will remain a challenge. As a lobbyist for formal sector employers, EFP visualizes no hesitation on the part of formal sector in complying with the various provisions of the NPHBW. In fact recognizing HBWs legally as 'workers' will bring about an attitudinal change in the formal sector towards sub-contracted workers and 'invisibility' along with exploitative power of intermediaries will be reduced. No doubt in order to reduce the various deficits the tax burden will increase on the existing tax payers, but socially the benefits of working at home in terms of less congestion on the roads, less pollution in the cities and waste of productive time outweigh the costs of governments' contribution to social security and other benefits for HBWs. According to him just as all the labour benefits are paid to the labour contractor by the formal sector, similarly they can also be paid to the contractor of HBWs. Whether the benefits will filter down to HBWs, through which channels and in what amounts is the responsibility of the government ministries. In citing poor implementation of minimum wage law (MWL) as an example of the weak implementation capacity of the government, EFP's president was emphatic in stating that MWL is fully complied by the formal sector employers as the limit of Rs.7000/- per month also includes the cash value of employer contribution to social security, WWF and other benefits.

As an advocacy organization, EFP is willing to hold awareness sessions for its members once the the NPHBW is approved by the legislature.

The delegation of labour ministry to the provinces is likely to impair its working in effectively scaling and sizing the HBWs in the country, as provinces capacity is poor and inter-departmental coordination is weak in this regard.

CHAPTER 3

3 SIZING HBWs FROM VARIOUS LABOUR FORCE SURVEYS

3.1 Introduction

The Government of Pakistan through the Federal Bureau of Statistics (FBS) is regularly conducting Labour Force Surveys (LFS) since the 1960s. The frequency of these surveys has ranged from annual or once in two to three years, depending on the availability of financial and human resources with FBS. Over the years, the structure of these surveys has evolved with modifications in line with ILO conventions as well as national data needs and priorities and accumulated data collection experience.

In the context of this study, it is to be recognized that the information collected through the nationally representative LFS, though covering many aspects of labour market useful to policy makers, researchers and officials of the Ministry of labour, is not specifically tailored to capture and quantify the size of HBW population and the depth of all issues faced by HBWs in the country. As a sample drawn on the basis of spatial distribution of national working population, it is to be expected that size of HBW population which mostly operate and reside in specific spatial clusters in large cities, towns and even villages may be under-estimated, if the probability of those clusters being included in the population based sampling frame is low. Alternatively a cluster based targeted sample nation-wide survey of HBWs carries the risk of over-estimation of HBW population in the country. Thus unbiased sizing of HBWs at the country level will remain a challenge for statisticians and researchers in labour issues. In spite of weaknesses in the national labour force surveys, they remain the only reliable official source of scale and size of HBWs for many countries. However with growing share of informal employment in the national economies, the need to tailor and enrich the survey questionnaire in order to estimate HBW numbers more accurately and profile their employment issues meaningfully is imperative for decent work agenda.

3.2 Methodology for Filtering and Profiling HBWs from Labour Force Surveys

The process of filtering and obtaining consistently defined HBWs from various LFS becomes challenging if the number and structure of questions keeps changing over time. In order to elaborate the filtering process, we use the latest questionnaire used in LFS 2008-09 as the reference point and flag the departures in earlier years i.e., 1999-00 to 2007-08 from this latest questionnaire. The questions from the LFS questionnaire consistent (even if approximately) with the ILO definition of HBWs are used to filter the appropriate respondents and properly classify them. These estimates will be the basis for constructing time trends of demographic-socio-economic profiles of HBWs. The two basic questions to filter HBWs from the LFS 2008-09 are Qs.5.8 and 5.15. In filtering HBWs workers through these two questions we will be filtering home based workers and home workers closely in line with the ILO definitions. Nature of formal and informal employment of HBWs is also captured from Qs.5.12, 5.13 and 7.1.

Box 1: Screening Questions for Home Based Workers

5.8 What was your status in employment where you worked most of the time during the last week? –

- | | |
|---|--|
| 01. Regular paid employee with Fixed Wage | 07. Owner Cultivator |
| 02. Casual Paid Employee | 08. Share Cropper |
| 03. Paid Worker by piece rate or work Performed | 09. Contract Cultivator |
| 04. Paid Non-Family apprentice | 10. Unpaid Family Worker |
| 05. Employer | 11. Member of a producer's cooperative |
| 06. Own Account Worker | 12. Other (Specify) |

In LFS 99-00, 2001-02 and 2003-04 this question is numbered as 5.9. These questionnaires clearly distinguish between agric/non-agric workers. From LFS 2005-06 onwards there is no distinction between agric/non agric workers for codes 06) own account workers, and 10) unpaid family workers.

5.15 Where did you carry out the work?

- | | |
|-----------------------------------|--|
| 1. At his/her own dwelling | 5. On country side |
| 2. At family or friend's dwelling | 6. In a shop, business, office or industry |
| 3. At the employer's house | 7. Other (specify) |
| 4. On the street/road | |

5.11 Does the enterprise keep written accounts? 1. Yes, 2.No. 3.Dont Know

From LFS 2005-06 onwards, this question was separately asked for main and subsidiary occupations.

5.12 How many persons are engaged in the enterprise (including working proprietors, unpaid family workers, paid employees)?

- | | |
|-----------------------------|---------------|
| 1. Number of persons upto 5 | 3. 10 to 19 |
| 2. 6 to 9 | 4. 20 or more |

In LFS 99-00, there were only two categories for number of employees: 1. Number of Persons less than 10, 2.More than 10.

From LFS 2005-06 onwards, this question was asked separately for main and subsidiary occupation.

7.1 What was the status of Job's written contract /agreement between the employee and the employer?

1. Permanent/pensionable Job

With contract/Agreement 2. Less than 1 year, 3. Up to 3 years, 4. Up to 5 years, 5.Up to 10 years, 6. 10 years and more, 7 Without contract/agreement

This question is included only in LFS 2007-08 and LFS 2008-09. In the year 2007-08, the question is categorized differently than in 2008-09.

Question # 5.8 Since the scope of this study does not include farm workers, the categories of i) owner cultivator, ii) share cropper and iii) contract cultivator are excluded from the sample in the first stage of filtering. As highlighted in Box there is no distinction between farm/non-farm workers in categories of a) own account workers and b) Unpaid family

workers in questionnaire of LFS 2005-06 onwards. These two categories are cross tabulated with employment sector and respondents belonging to agriculture in these two categories are excluded.

Question # 5.15 In the second stage of filtering total size of HBWs in the working population (15 years and above) are identified by isolating the numbers belonging to categories, a) At his/her own home and b) At family or friend's dwelling.

Questions # 5.12, 5.13 and 7.1 In order to distinguish between formal and informal activities among HBWs, Employer and Own Account Workers among HBWs, are profiled according to these questions relating to a) maintenance of written accounts, b) No. of employees and c) written contracts with employees.

3.3 Scale and Trends of HBWs

Table 3.1 gives an overview of the trends of macro labour market indicators for HBWs during the period 1999-00 to 2008-09⁴. In the Age 15+ population, their numbers at the national level increased from 1.22 million in 99-00 to a peak of 2.01 million in 2005-06. By 2008-09 they securely fell to 1.62 million, still higher by 0.4 million since the start of the decade⁵. In terms of numbers, the population of female HBWs has more than doubled from 0.52 million in 1999-00 to 1.13 million in 2008-09, while the number of male HBWs decreased in absolute numbers from 0.7 to 0.48 million during the same period. The share of male is fluctuating around a declining trend and in 2008-09 stands at 29.6 percent from 57.4 percent a decade ago. In contrast the share of females in total HBW increased from 42.6 percent in 1999-00 to 71.4 percent in 2008-09. As a percentage of total non-agriculture employed labour force, the share of HBWs fluctuated between 6-8 percent during the decade. Females HBWs constituted 8-14 percent of the total female labour force during the 1999-2008 period. Rural share of HBWs during the period have moved in a tight range 55.6 percent (2001-02) and 64.0 percent (2006-07).

In contrast to ILO convention, the Pakistan Government counts labour force participation with age 10+ as the benchmark. In ILO methodology, 10-15 is counted as child labour. We also estimate the HBWs with 10+ population base, thus giving an estimate of child labour involved as HBWs. Their numbers have ranged from a high of 0.14 million in 2005-06 to a low of 0.07 million in 1999-00.

⁴ Labour Force Survey was not conducted in years 2000-01, 2002-03 and 2004-05 during the 1999-2009 period.

⁵ These numbers are in sharp contrast to population of HBWs ranging from 8.5 to 20 million in casual empiricism.

Table 3.1: Trends in HBW population by labour market indicators

	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009
	Age 15+						
Total HBW (millions)	1.22	1.44	1.57	2.01	1.72	1.63	1.62
Male (Mlns)	0.7	0.63	0.61	0.73	0.62	0.55	0.48
Male (% share)	57.4	43.7	38.8	26.5	36.0	33.7	29.6
Female(Mlns)	0.52	0.81	0.95	1.28	1.10	1.08	1.13
Female (% Share)	42.6	56.3	61.2	73.5	64.0	66.3	71.4
%age of Non-Agriculture Work Force	6.71	6.47	6.81	7.80	6.57	6.14	5.93
%age of total labour Force	3.26	3.52	3.67	4.28	3.62	3.34	3.18
Male % of total male labour force	2.22	1.82	1.73	1.93	1.63	1.42	1.20
Female % of total Female labour force	8.78	12.66	12.70	13.91	11.57	10.81	10.41
Urban(Mlns)	0.52	0.64	0.68	0.87	0.62	0.60	0.61
Rural (Mlns)	0.7	0.80	0.89	1.14	1.10	1.03	1.01
	Age 10+						
Total HBW (millions)	1.29	1.57	1.67	2.15	1.84	1.73	1.69
Child (10-15)	0.07	0.13	0.10	0.14	0.12	0.10	0.08

How do the above trends compare with size and scale of HBWs in other developing countries? For the comparable indicator of HBWs as a percent of Non-Agricultural work force in India (99-00), Kenya (1999) and Tunisia (1997) the share were 17, 11 and 15 percent respectively. Women's share in total HBW labour force, the percentage was 44% in 99-00 for India, Mexico 43 percent in 1995 and Guatemala 77 percent in 2000⁶.

Assuming that the underestimation of HBWs by LFS is a constant factor over time, how does one interpret consistently falling numbers of HBWs since 2005-06? These trends support the pro-cyclical hypothesis of informal sector (and thereby HBW sector as it is one component of informal economy/employment) i.e., wages and employment in the informal sector co-move with the general expansion of the economy and its various sectors.

⁶ Table 3.1 in 'Women and Men in the Informal Economy: A Statistical Picture' ILO, 2002.

However it contradicts a more prevalent notion that the informal employment (HBWs including) increases in times of economic downturn as it absorbs the surplus pool of unemployed in the formal sector. Though one would need to look more carefully into various other labour market indicators to reach an unambiguous support of either of the above hypotheses in case of Pakistan, some tangential empirical support exists for the pro-cyclical hypothesis. A) Informal employment during the period only expanded marginally above the labour force expansion (3.6 vs 3.4%) during the 99-08 period. This marginal expansion was due to entry of females rather than males (equal to labour force expansion) during the period. B) The share of informal employment in total employment during the period moved in a tight range of 75.0 to 77.4 percent and in fact consistently fell from a high of 77.4 percent in 2003-04 to a low of 76.8 percent in 2008-09. C) Within Informal employment, the share of Wage and salaried persons in informal employment consistently fell from 21.8 percent in 2004 to 18.9 percent in 2009. D) Within HBWs the share of regularly paid employee with fixed wage fell from a high of 7.2 percent in 2003-04 to a low of 3.5 percent in 2008-09.

If one connects the increase/decrease in fixed wage employment to stable and expanding/contractionary outlook of economic conditions including productive activities, a testable hypothesis is that the employment of HBWs trend in line with the expansion/contraction of the economy generally and specifically with the trends in value added of SMEs. Unfortunately at the official level it is difficult to verify this causality as growth accounting of the small industrial sector is fairly weak and based on assumed constant factors in relation to other sectors. These factors are revised every 5 years. Thus, in absence of year-to year variation it is a challenge to support or reject the above casual empiricism.

Some international mixed evidence about the pro- or counter-cyclicity of informal sector is provided by a recent empirical study of Argentina, Brazil, Columbia and Mexico by Fliess, *et.al* (2008)⁷. The authors conclude, “although the informal self-employed and formal salaried sectors often appear as elements of segmented or dual labor markets as customarily envisaged, we also find numerous episodes where they appear as one integrated labor market: numerous periods show strong co-movement between relative sector sizes and earnings. This suggests that a large component of the informal sector should not be viewed as somehow inferior or queuing for formal sector employment”. In support of inconclusive and mixed results, the authors further conclude, “these distinct patterns suggest that the pro or counter-cyclicity of the sectors may depend on the sectoral origin of the shocks, and the presence of binding wage rigidities. We find numerous examples where either a positive productivity or demand shock to the non-tradables/informal sector leads to its expansion”.

⁷ Fliess, N.M., M.Fugazza, W.F.Maloney, (2008), “Informality and Macroeconomic Fluctuations” IZA DP 3519

CHAPTER 4

4 TIME SERIES PROFILING OF HBWS (1999-2009)

4.1 Introduction

In this chapter the trends in HBWs population are profiled in relation to selected socio-demographic and labour market indicators. The choice of these indicators is again circumscribed by their inclusion in various labour force surveys during the period 1999-2000. Highlighting the trends in these bi- or tri-partite relationships provides a stylistic understanding of the dynamics of HBW labour market. These trends when discussed among various stakeholders than become an informed basis for labour policy formulation and interventions at the local, sub-national and national levels.

4.2 Distribution of HBWs by Location

Table 4.1 gives the percentage distribution of HBWs by gender and location. The trends indicate that HBWs have shifted or found to be located more in rural areas now than a decade ago.

Table 4.1: Home Based Workers by Location and Gender

Age 15+	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-2000 to 2008-2009 (percentage point)
Urban								
Male	36.9	38.8	40.0	38.7	34.6	35.0	32.8	-4.1
Female	50.0	48.8	45.2	45.7	36.8	37.8	39.7	-10.3
Both sexes	42.5	44.4	43.2	43.1	36.0	36.9	37.7	-4.8
Rural								
Male	63.1	61.2	60.0	61.3	65.4	65.0	67.2	4.1
Female	50.0	51.2	54.8	54.3	63.2	62.2	60.3	10.3
Both sexes	57.5	55.6	56.8	56.9	64	63.1	62.3	4.8

The loss in urban share of HBWs even gender-wise is a corresponding gain of HBWs in rural areas. The urban share of HBWs decreased from 42.5 to 37.7 percent during the period while the rural share which was already higher than urban in 99-00 went up further to 62.3 percent in 2008-09. The urban-rural differential widened from 15 percentage points to 24.6 percentage points. At a broader level this distribution suggest that policy intervention be prioritized to rural areas as 62.3 percent of HBWs are residing in these areas. However due to spread of rural areas and weaker scale economies, the resources per unit needed for

intervention would be higher and implementation of policies and interventions more challenging.

Table 4.2 gives the distribution of HBWs in the four provinces of Pakistan. Nearly 80 percent of HBWs reside in the province of Punjab, followed by a distant 2nd of 8.2 percent residing in Sindh. This is in contrast to the share of population and labour force in each of the provinces. In case of females Punjab share in total HBWs is even higher ranging from 82.8-89.7 percent. During the decade, Punjab and Khyber Pakhtunkhwa gained HBWs at the cost of Sindh and Baluchistan. Interestingly the share of HBW females residing in Punjab marginally decreased by 1.3 percentage points, and that of Khyber Pakhtunkhwa increased from 5.1 percent in 1999-00 to 7.1 percent in 2008-09.

These inter-provincial shifts may reflect an interaction of many factors, including migration patterns, changing size of informal sector, provincial variation in growth rates of manufacturing sector and formal job growth.

TABLE 4.2: Distribution of Home Based Workers by Province and Gender

15 +	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-2000 to 2008-2009 (percentage point)
Punjab								
Male	74.6	74.5	71.1	71.8	73.2	72.0	76.1	1.5
Female	87.3	87.8	82.8	85.0	89.7	88.8	86.0	-1.3
Both sexes	80.0	82.0	78.2	80.2	83.8	83.2	83.1	3.1
Sindh								
Male	18.1	17.6	19.4	19	16.7	17.4	13.0	-5.1
Female	6.7	5.9	10.3	8.9	7.0	4.6	6.2	-0.5
Both sexes	13.3	11.0	13.9	12.6	10.5	8.9	8.2	-5.1
NWFP								
Male	5.4	5.7	6.2	6.2	6.6	7.7	9.1	3.7
Female	5.1	4.7	4.6	5.9	2.8	6.4	7.1	2
Both sexes	5.3	5.1	5.2	6.0	4.2	6.8	7.7	2.4
Balochistan								
Male	1.8	2.1	3.2	3.0	3.4	2.9	1.7	-0.1
Female	0.9	1.6	2.3	0.3	0.5	0.1	0.7	-0.2
Both sexes	1.4	1.8	2.7	1.3	1.5	1.1	1.0	-0.4

4.3 HBWs Age and Education Profile

Table 4.3 gives the age profile of HBWs by gender and both sexes. Compared to the beginning of the decade, the population participating or working as HBWs are now younger. There is a gain of 8.6 and 3.0 percentage points in the share of HBWs with age between 15-19 and 20-24 respectively. Except in age bracket 35-39, the shares in all other age categories have fallen. Also note that HBWs in these two young brackets now constitute over 40 percent of all HBWs compared to 28.7 percent a decade earlier. The share of females in age group 15-24 increased much more rapidly than males. The male-female gap in shares is more apparent from the age 45 onwards.

The entry of younger population as HBWs can be the outcome of many factors and can have different policy implications. Firstly it is a by-product of demographic transition taking place in Pakistan. Secondly facing slower growth in formal jobs, specifically in public sector and even in rural areas, home based work is a second best option for the younger generation. Thirdly in order to maintain or improve standard of living the urge to have second earners in the household. Assuming that the currently younger HBWs have better education levels than the younger HBWs of earlier decade, (it may be specifically true for females) the entry into more rewarding home based work may be easier. Depending on the education, the younger HBWs are a ready pool of recipients for technical and vocational education. Looking from the perspective of reducing 'deficits', younger and more educated HBWs, would be more receptive and aware of their rights as workers.

Table 4.4 gives the distribution of education levels by gender. Looking at the change during the decade, HBWs with education levels between primary and matric level have displaced those HBWs with less than primary and those above matric level education. More females HBWs have primary and middle education levels than a decade ago. However it is worrisome that even after a decade around ½ of all HBWs do not have formal education, mirroring low literacy levels of the country. The second highest group of HBWs consists of primary school drop-outs. The preference of graduates and professionals still remains a formal sector job as their shares declined during 99-09. Entry of the female HBWs with education above primary and below matric level was the fastest during the period 2001-2006. Overall the changing education profile of HBWs during the last decade provides some support to the policy implications of changing age profile of HBWs.

Table 4.3: Distribution of HBWs by Age and Gender

15 +	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-2000 to 2008-2009 (percentage point)
Age 15-19								
Male	12.5	12.6	10.9	12.0	14.2	14.2	14.0	1.5
Female	14.8	26.0	26.7	23.9	25.7	26.7	25.5	10.7
Both sexes	13.5	20.2	20.5	19.5	21.6	22.5	22.1	8.6
Age 20-24								
Male	14.4	11.7	19.5	14.2	16.7	14.2	12.2	-2.2
Female	16.3	24.5	21.1	22.4	19.6	21.9	20.7	4.4
Both sexes	15.2	19.0	20.5	19.4	18.6	19.3	18.2	3.0
Age 25-29								
Male	12.1	11.2	9.2	8.9	9.8	12.8	11.1	-1.0
Female	15.4	10.5	13.4	10.9	11.2	11.8	13.0	-2.4
Both sexes	13.5	10.8	11.7	10.2	10.7	12.1	12.4	-1.1
Age 30-34								
Male	9.0	8.9	8.1	8.0	12.7	9.1	11.1	2.1
Female	17.0	10.2	8.3	9.5	10.4	10.7	9.2	-7.8
Both sexes	12.4	9.6	8.2	8.9	11.2	10.1	9.8	-2.6
Age 35-39								
Male	10.6	11.2	12.2	11.4	9.6	12.2	13.2	2.6
Female	12.1	9.8	9.4	10.2	11.8	9.5	12.0	-0.1
Both sexes	11.2	10.4	10.5	10.6	11.0	10.4	12.4	1.2
Age 40-44								
Male	10.2	10.9	7.5	9.2	8.8	9.8	7.2	-3.0
Female	10.3	7.8	9.2	9.3	8.3	8.0	9.3	-1.0
Both sexes	10.2	9.2	8.5	9.3	8.5	8.6	8.7	-1.5
Age 45-49								
Male	7.0	9.4	8.8	9.7	6.3	7.1	8.7	1.7
Female	6.1	5.2	5.2	7.1	6.5	6.0	5.5	-0.6
Both sexes	6.6	7.0	6.6	8.0	6.4	6.4	6.5	-0.1
Age 50-54								
Male	9.4	8.8	5.1	7.2	6.9	7.4	6.5	-2.9
Female	4.3	2.7	2.7	2.2	2.8	2.2	1.9	-2.4
Both sexes	7.2	5.4	3.6	4.0	4.3	4.0	3.3	-3.9
Age 55-59								
Male	4.4	4.0	5.3	6.3	4.1	4.0	4.8	0.4
Female	1.3	0.8	1.8	2.0	1.9	1.5	1.2	-0.1
Both sexes	3.1	2.2	3.2	3.6	2.7	2.3	2.3	-0.8
Age 60 & above								
Male	10.5	11.3	13.3	13.1	10.8	9.2	11.1	0.6
Female	2.6	2.2	2.2	2.6	1.8	1.8	1.6	-1
Both sexes	7.1	6.2	6.6	6.4	5.0	4.3	4.5	-2.6

Table 4.4: Home based worker by education and gender

Age 15+	1999 - 2000	2001 - 2002	2003 - 2004	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	Change 1999-2000 to 2008-2009 (percentage point)
No formal education								
Male	43.9	53.3	41.4	43.5	47.3	43.6	41.5	-2.4
Female	67.3	58.7	52.1	52	53.9	51.9	57.3	-10.0
Both sexes	53.9	56.3	47.9	48.9	51.5	49.1	52.6	-1.3
K.G., Nursery								
Male	0.8	0.2	1.3	0.7	0.0	0.8	0.0	-0.8
Female	0.0	0.5	0.2	0.3	0.6	0.4	0.2	0.2
Both sexes	0.5	0.4	0.7	0.5	0.4	0.6	0.1	-0.4
K.G but below primary								
Male	6.4	4.8	4.4	4.3	5.2	4.3	5.0	-1.4
Female	2.4	3.4	3.9	4.0	3.7	4.2	3.6	1.2
Both sexes	4.7	4.0	4.1	4.1	4.2	4.2	4.0	-0.7
Primary but below middle								
Male	19.1	17.6	18.4	18.8	19.1	17.9	20.2	1.1
Female	12.1	13.9	17.1	18.9	19.1	19.3	17.6	5.5
Both sexes	16.1	15.5	17.6	18.8	19.1	18.8	18.4	2.3
Middle but below matric								
Male	11.5	9.2	14.7	13.0	13.9	12.5	12.0	0.5
Female	6.1	10.9	9.9	8.7	8.3	9.2	8.5	2.4
Both sexes	9.2	10.2	11.8	10.3	10.3	10.3	9.5	0.3
Metric but below intermediate								
Male	8.3	10.2	12.8	11.3	9.5	12.7	13.4	5.1
Female	6.7	7.5	11.1	10.3	8.9	9.7	8.0	1.3
Both sexes	7.6	8.7	11.8	10.6	9.1	10.7	9.6	2.0
Inter but below degree								
Male	5.4	1.4	3.4	4.3	2.9	4.8	4.5	-0.9
Female	2.0	3.3	2.6	3.1	2.8	2.5	3.5	1.5
Both sexes	4.0	2.4	2.9	3.5	2.9	3.3	3.8	-0.2
Degree								
Male	3.6	1.7	3.1	3.5	1.2	3.0	2.8	-0.8
Female	2.3	1.1	2.9	2.3	2.3	2.4	1.2	-1.1
Both sexes	3.0	1.4	3.0	2.7	1.9	2.6	1.7	-1.3
Post graduate								
Male	0.9	1.6	0.5	0.6	0.9	0.4	0.5	-0.4
Female	1.0	0.7	0.2	0.5	0.4	0.3	0.2	-0.8
Both sexes	1.0	1.1	0.3	0.6	0.6	0.3	0.3	-0.7

4.4 HBWs' Sub-Occupational, Industry and Employment Status

In Table 4.5 , The largest proportion of HBWs are classified as engaged in the manufacturing activities at 75.8 percent, followed by Community, Social and Personal Services sector (10.9%) and wholesale and retail trade sector (6.5%) in 2008-09. The highest gain of HBWs during 99-09 is also recorded by the manufacturing sector with female HBWs increasing their share from 64.6 percent in 99-00 to 89.2 percent in 08-09. In all others sectors the shares of HBWs have declined ranging from -12.5 to -0.1 percent⁸. In the construction sector, the share of male HBWs increased by 6.9 percentage points followed by 4.0 percentage points in the manufacturing sector. One implication is that with such a high proportion of females engaged in the manufacturing sector, their HBW status is likely to closely follow the type and characteristics of the manufacturing activity they are involved in as well as macro trends of the sector in terms of expansionary and contractionary cycles. Moreover their work status is likely to be exploitative to the extent that the downstream parent manufacturing activity (to which they provide semi-processed products, e.g., sewing, packing, routine assembly) is competitive domestically or internationally.

Table 4.6 gives the gender distribution of HBWs by employment status. The highest proportion of HBWs are non-agriculture own account workers in the range of 37.2 to 49.7 percent, followed by piece rate workers in the range of 22.0-33.3 percent and unpaid family workers (12.6-17.2%). During the decade, piece rate HBWs, Unpaid family home based workers and casual paid HB employees increased their share in total HBW force by 7.7, 3.2 and 1.2 percentage points respectively. Except in other and paid non-family apprentice categories, the shares of HBWs declined in all employment categories, with the largest decline in own account workers (-6.9%), followed by regular paid HBW (-5.1%). The shares of females piece rate HBWs is 2-3 times of male piece rate HBW. The average share of male own-account HBWs is 10 percent higher than females, while as unpaid family HBWs, the average share of females is higher by 5 percentage points. Over time there is no discernable trend in the shares of any employment category except for regular paid male employee HBWs, whose share notably started declining from 2005-06 onwards and for casual paid male employee HBWs whose share started rising from 2005-06 onwards. For any policy intervention aimed at improving decent work agenda, in the first phase regular paid employee, casual paid employee and piece rate constituting 40 percent of HBWs need to be targeted.

⁸ This is in sharp contrast to trends in Chile. During 1997-2000, between the two survey rounds, the share of services/commerce in total homework rose from 45 to 56 percent and the share of services/commerce in male homework rose from 13 to 71 percent.

Table 4.5 Home based worker by industry and gender

	199 9- 200 0	200 1- 200 2	200 3- 200 4	200 5- 200 6	200 6- 200 7	200 7- 200 8	200 8- 200 9	Change 1999-2000 to 2008-2009 (percentage point)
5 +								
Agriculture, Forestry, Hunting and Fishing								
Male	5.0	2.6	0.8	3.1	3.3	3.1	3.0	-2.0
Female	3.3	0.2	0.6	1.7	0.6	0.7	0.0	-3.3
Both sexes	4.3	1.2	0.7	2.2	1.6	1.5	0.9	-3.4
Mining and Quarrying								
Male	0.4	0.0	0.0	0.1	0.0	0.1	0.1	-0.3
Female	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Both sexes	0.2	0.0	0.0	0.0	0.0	0.0	0.1	-0.1
Manufacturing								
Male	40.2	45.3	44.3	37.5	42.7	37.6	44.2	4.0
Female	64.6	78.8	82.7	79.4	78.6	84	89.2	24.6
Both sexes	50.6	64.2	67.6	64.1	65.7	68.3	75.8	25.2
Electricity, Gas and Water								
Male	0.9	0.0	0.0	0.1	0.0	0.2	0.1	-0.8
Female	0.3	0.0	0.0	0.0	0.0	0.0	0.0	-0.3
Both sexes	0.7	0.0	0.0	0.0	0.0	0.1	0.0	-0.7
Construction								
Male	9.1	7.1	9.7	10.9	13.2	19.5	16.0	6.9
Female	0.7	0.3	0.0	0.5	0.1	0.3	0.2	-0.5
Both sexes	5.5	3.3	3.8	4.3	4.8	6.8	4.9	-0.6
Whole sales and Retail Trade and Restaurants and Hotels								
Male	16.7	17.9	13.8	14.4	15.8	17.1	16	-0.7
Female	5.2	4.1	2.2	3.1	5.0	3.8	2.4	-2.8
Both sexes	11.8	10.1	6.7	7.2	8.9	8.3	6.5	-5.3
Transport, Storage and Communication								
Male	4.5	2.0	2.9	2.1	2.4	3.7	2.4	-2.1
Female	0.0	0.2	0.0	0.1	0.0	0.1	0.0	0.0
Both sexes	2.6	1.0	1.1	0.8	0.9	1.3	0.7	-1.9
Financing, Insurance, Real Estate and Business Services								
Male	1.4	1.3	0.6	0.7	0.1	1.0	0.7	-0.7
Female	0.2	0.0	0.0	0.0	0.0	0.0	0.0	-0.2
Both sexes	0.9	0.6	0.2	0.3	0.0	0.3	0.2	-0.7
Community, Social and Personal Services								
Male	21.8	24.0	27.9	31.2	22.3	17.9	17.5	-4.3
Female	25.7	16.4	14.5	15.0	15.6	11.1	8.1	-17.6
Both sexes	23.4	19.7	19.8	20.9	18.0	13.4	10.9	-12.5

Analysis of HBW population by major occupational groups revealed that overwhelming belonged to the category of craft workers. This category was filtered and its' distribution by 4 sub-occupational groups over the period 1999-2009 are presented in Table 4.7. Nearly 85 percent (2008-09) of HBWs are again classified in the general category of 'Other craft and related trades', the second highest i.e., 7.6 percent of HBWs are 'Precision, handicraft, printing and related trade workers'. Nearly 92 percent (2008-09) of females HBWs are classified as 'Other craft and related trades' as compared to 56 percent of male HBWs.

Table 4.6 Home based worker by employment status and gender

15 +	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-2000 to 2008-2009 (percentage point)
Regular paid employee with fixed wage								
Male	12.3	8.7	13.4	13.7	8.0	8.2	8.8	-3.5
Female	3.5	3.0	3.2	2.5	3.6	3.2	1.2	-2.3
Both sexes	8.6	5.5	7.2	6.6	5.2	4.9	3.5	-5.1
Casual paid employee								
Male	10.2	5.6	7.6	11.8	14.2	17.3	15.9	5.7
Female	0.6	1.2	2.6	5.3	2.8	2.1	3.7	3.1
Both sexes	6.1	3.1	4.5	7.7	6.9	7.2	7.3	1.2
Paid worker by piece rate or work performed								
Male	11.5	16.8	15	11.5	19.4	16.3	12.8	1.3
Female	36.1	38.1	31.3	33.0	41.1	41.0	36.9	0.8
Both sexes	22.0	28.8	24.9	25.2	33.3	32.7	29.7	7.7
Paid non-family apprentice								
Male	0.0	0.5	0.0	0.1	0.8	0.2	0.0	0.0
Female	0.1	0.0	0.0	0.3	0.5	0.3	0.2	0.1
Both sexes	0.1	0.3	0.0	0.2	0.6	0.3	0.2	0.1
Employer								
Male	1.0	1.2	1.4	0.6	0.9	1.0	0.9	-0.1
Female	0.3	0.4	0.3	0.1	0.2	0.1	0.0	-0.3
Both sexes	0.7	0.8	0.7	0.3	0.5	0.4	0.3	-0.4
Own account worker non-agriculture								
Male	53.7	53.6	51.3	49.9	42.9	46.4	48.2	-5.5
Female	44.2	38.2	44.3	36.8	33.9	33.7	40.5	-3.7
Both sexes	49.7	44.9	47.1	41.6	37.2	38.0	42.8	-6.9
Unpaid family worker (non-agri)								
Male	10.8	14.0	11.3	10.5	11.8	10.5	12.2	1.4
Female	15.1	18.6	18.2	21.0	17.4	19.2	17.4	2.3
Both sexes	12.6	16.6	15.5	17.2	15.4	16.2	15.8	3.2
Other								
Male	0.5	0.0	0.0	1.8	1.8	0.1	1.2	0.7
Female	0.0	0.0	0.0	1.0	0.4	0.4	0.2	0.2
Both sexes	0.3	0.0	0.0	1.3	0.9	0.3	0.5	0.2

Table: 4.7 Craft and related Home based worker by major occupational sub-group and gender

Age 15+	199 9- 200 0	200 1- 200 2	200 3- 200 4	200 5- 200 6	200 6- 200 7	200 7- 200 8	200 8- 200 9	Change 1999-2000 to 2008-2009 (percentage point)
Extraction and building trades workers								
Male	8.6	9.9	14.9	11.5	5.5	14.0	17.1	8.5
Female	0.3	0.0	0.8	0.9	0.5	0.5	0.7	0.4
Both sexes	4.1	3.3	5.0	3.5	1.7	3.5	3.9	-0.2
Metal, machinery and related trades workers								
Male	13.1	10.3	11.5	13.5	10.7	11.3	13.2	0.1
Female	1.1	1.4	0.0	0.2	1.1	0.4	1.3	0.2
Both sexes	6.6	4.4	3.5	3.5	3.5	2.8	3.7	-2.9
Precision, handicraft, printing and related trades worker								
Male	13.9	12.9	14	9.6	11.5	10.9	13.8	-0.1
Female	6.3	5.8	4.4	5.4	6.0	4.7	6.1	-0.2
Both sexes	9.8	8.2	7.3	6.5	7.3	6.1	7.6	-2.2
Other craft and related trades workers								
Male	64.4	66.9	59.6	65.4	72.3	63.7	56	-8.4
Female	92.3	92.8	94.8	93.5	92.4	94.5	91.9	-0.4
Both sexes	79.5	84.1	84.2	86.5	87.4	87.7	84.8	5.3

4.5 HBWs: Hours of Work

Table 4.8 gives the distribution of hours of work of HBWs by gender. Highest number of HBWs with a share of 24.2 percent work 35-39 hrs per week, followed by 17.7 percent HBWs working part-time between 20-29 hour per week. Only 19 percent of HBWs work more than 49 hours in a week defined as 'excessive' hours. There is considerable disparity in working hours of males versus females. More than 41 percent of HBW males work excessive hours compared to 9 percent female HBWs. Nearly ½ of female HBWs work in the range of 35-44 hours per week and another ¼ work part-time i.e., between 20-29 hours per week. However if this 'quasi-formal work hours are added to hours devoted to housework including care of the family (it overlaps much in the case of HBWs) the percentage of females working 'excessive' hours of females may be under estimated. During the end of the decade, a higher share of female HBWs is working 35-39 hours per week as compared to the beginning of the decade (30.4 versus 17.1 percent). Also nearly 5 percent of female HBWs are working less than 19 hours per week now as compared to the year 1999-00.

How do these numbers compare with other type of workers? As per LFS 2007-08, nearly 40 percent of the labour force works excessive hours. Nearly 47 percent of the male labour force works more than excessive hours compared to 7.6 percent for females. The

percentage of females working part-time or between 20-29 hours is comparable to those by the female HBWs.

Table 4.8: Hours of work of HBW by gender

Age 15+	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-2000 to 2008-2009 (percentage point)
Less than 19 hours								
Male	4.4	6.7	3.2	1.9	1.5	2.7	2.6	-1.8
Female	13.4	13.4	14.7	15.5	11.9	12.4	8.7	-4.7
Both sexes	8.2	10.4	10.1	10.5	8.2	9.1	6.9	-1.3
20-29 Hours								
Male	5.7	6.7	7.9	6.0	4.3	3.1	4.7	-1.0
Female	32.2	18.3	23.4	23.1	21.1	23.2	23.2	-9.0
Both sexes	17.0	13.2	17.3	16.9	15.1	16.4	17.7	0.7
30-34 Hours								
Male	3.1	4.9	2.7	3.7	2.6	2.0	4.7	1.6
Female	7.2	10.9	8.5	9.8	8.9	5.4	4.8	-2.4
Both sexes	4.8	8.3	6.2	7.6	6.6	4.3	4.8	0.0
35-39 Hours								
Male	11.6	9.4	8.7	8.4	8.8	8.7	9.9	-1.7
Female	17.1	19.7	19.2	22.6	27.3	30.2	30.4	13.3
Both sexes	14.0	15.2	15.0	17.4	20.7	23.0	24.2	10.2
40-44 hours								
Male	13.8	17.1	14.2	12.8	15.4	16.0	14.1	0.3
Female	15.8	22.3	15.6	17.8	19.2	16.4	18.1	2.3
Both sexes	14.7	20.1	15.1	16.0	17.8	16.3	16.9	2.2
45-49 Hours								
Male	21.5	18.5	23.7	21.5	21.6	24.3	22.3	0.8
Female	6.0	6.1	9.3	6.0	6.5	5.8	5.8	-0.2
Both sexes	14.9	11.5	15.0	11.6	11.9	12.1	10.8	-4.1
50-59 Hour								
Male	20.2	18.6	20.3	21.3	21.1	20.4	19.9	-0.3
Female	6.8	7.5	5.7	3.2	3.5	4.6	5.1	-1.7
Both sexes	14.5	12.4	11.5	9.8	9.9	9.9	9.6	-4.9
60 & Over								
Male	19.6	18.1	19.3	24.4	24.7	22.6	21.8	2.2
Female	1.4	1.7	3.6	2.0	1.5	1.9	3.9	2.5
Both sexes	11.9	8.9	9.8	10.2	9.9	8.9	9.2	-2.7

4.6 Employee HBW: Remunerations Profile

The Labour Force Surveys in Pakistan only capture the details of remuneration of paid employees. These include cash and kind (valued at market prices) earnings per month, plus bonuses. The average remuneration estimates per month given in Table 4.9 is the sum total of these emoluments and are shown for 3 kind of employee HBWs, i.e., a)

Regular Paid Employee with Fixed Wage, b) Casual paid Employee and c) Paid Worker by Piece Rate or Work Performed. The table also gives average remuneration by gender and both sexes for the above 3 types of employees. In addition it gives a summary measure known as Coefficient of Variation (C.V). It is a measure of variability or stylistically a measure of inequality within the remuneration distribution. A higher value of C.V. denotes greater disparities in the earnings of employees within each type of employment. The last column gives the annual compound growth rate (ACGR) of nominal earnings during the decade.

For both sexes, the average earnings for regular paid HBW employee and casual paid HBW are similar in 2008-09, although at the start of the decade the average earnings of the latter group were less than 2/3rd of the former. In 2008-09 piece rate HB workers average earnings are 50% of the other two types of HBWs compared to the start of the decade when they were 61% of average earnings of Casual Paid HBW Employee and 42% of regular paid HBW employee. The earnings inequality among piece rate workers is much higher than earnings inequality among the other two types of HBWs as the average CV over the decade is higher for the former as compared to the corresponding indicator for the latter.

The gender wage gap have widened during the decade for all the 3 types of HB workers. In 99-00, the female earnings were 71.5, 40.2 and 50.5 percent of male earnings among regular paid HB employee, Casual Paid employee and piece rate HB worker respectively. By 2008-09 these female HBW earnings are 55.6, 36.7 and 42.5 percent of male earnings. Moreover the earnings inequality among piece rate females HBW is higher than for corresponding males. The earnings inequality among females is not consistently higher than males over time in the other two types of employment⁹.

There is no secular upward or downward trend in average earnings across gender and for both sexes during the decade for the 3 type of HBW employees. In case of regular paid home based employees after a decline in average earnings between 2001-04 relative to average earnings in 99-00, there is discrete jump in earnings of both genders and overall from 2005-06 onwards. One observes a similar discrete and noticeable jump in earnings of casual male home based employees from 2007-08 onwards rather than females. The ACGR of earnings of the regular paid HBW employee at 1.0 percent is the lowest among the

⁹ The widening gender wage gap is not specific to HBWs. As PET report (2009) on females reveals, "In 2008, women generally earned almost one third less than their male counterparts. In addition, the wage gap significantly widened during the most recent survey years. Between 2007 and 2008, real wages per month for female employees decreased from Rs.3607 to Rs.3419 and increased for males from Rs.4878 to Rs.4917.

3 types of employees. For both sexes the highest growth in earnings is recorded by the casual paid HBW (4.7%) followed by piece rate HBW (2.7%). Females HBWs growth in earnings is lower than males in all the groups. During the period consumer prices increased at an ACGR of 7.2%. Thus the per month real earnings of employee HBWs declined during the decade. The inter-temporal fluctuations observed in average earnings suggest that earnings of HBWs are fairly flexible and reflect complete lack of any negotiating power of HBWs in spite of rising inflation and other deficits, thus undermining the decent work agenda.

How do the earnings of HBWs compare with average earnings of semi and unskilled labour during the period. The average earnings of these workers documented in PET Skills Report 2007 for 2005-06 were Rs.5100 p.m for semi-skilled and around Rs.3800 p.m for unskilled worker. If we regard HBWs as semi-skilled, than the earnings of only regular paid HBW in 2005-06 matched with average earnings of general labour force. Casual paid and piece rate HBW employees were paid even below the unskilled labour force. Females even in the regular paid employee were paid far less than males.

Table 4.9 Home based workers per month remuneration by gender

Age 15+	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009
Regular Paid Employee with Fix wage							
Male	4605.86	3626.36	3472.74	5941.05	5948.48	5782.78	5472.55
C.V	88.19	103.52	47.20	110.65	87.57	65.66	73.22
Female	3292.53	1333.17	1784.99	2430.14	3001.40	2608.68	3045.55
C.V	85.09	61.36	115.49	226.08	138.78	78.80	93.77
Both sexes	4391.33	2909.12	3021.06	5085.11	4661.15	4406.87	4870.24
C.V	89.14	114.14	63.35	127.92	107.26	80.14	80.04
Casual Paid Employee							
Male	3144.38	2885.67	3481.31	3405.03	3519.15	4717.41	6153.31
C.V	92.50	96.71	96.56	79.81	65.24	71.29	61.33
Female	1264.56	1020.20	2503.01	1529.83	1705.45	1974.38	2261.28
C.V	38.68	45.08	102.58	90.89	81.99	62.78	125.12
Both sexes	3056.91	2489.02	3142.71	2574.53	3037.86	4171.61	4821.27
C.V	93.87	104.46	100.05	93.85	73.84	77.91	81.71
Paid Worker by Piece Rate or Work Performed							
Male	2839.04	3041.53	3747.58	4492.50	3630.89	4834.50	4868.57
C.V	93.95	49.88	120.64	129.47	78.64	177.50	83.49
Female	1435.40	1151.89	1467.57	1895.99	1758.63	2092.55	2072.77
C.V	109.77	92.27	131.24	268.21	110.49	163.40	100.51
Both sexes	1861.17	1628.91	2013.36	2313.04	2140.25	2536.14	2437.18
C.V	111.46	88.95	146.17	228.97	106.92	188.00	107.11
Total							
Male	3578.31	3176.19	3590.65	4694.96	4047.51	4972.31	5550.43
C.V	95.14	81.65	96.53	116.78	84.77	120.58	71.54
Female	1586.43	1161.28	1566.91	1881.67	1846.99	2121.83	2116.90
C.V	111.94	89.16	128.13	255.02	118.27	154.40	103.37
Both sexes	2653.14	1893.62	2348.94	2838.32	2564.35	3001.98	3067.15
C.V	110.90	106.49	121.06	183.73	111.11	149.91	104.06

4.7 HBWs: Access to Technical Education and Vocational Training (TEVT)

The labour force surveys also capture the acquisition/completion of TEVT from its respondents. Till LFS 2006-07, the question was tabled as Yes/No answer. From 2007-08 onwards, it was enriched to include on/off the job training along with duration of each type of training. The trends in response in Table 4.10 reflect the changes in the format of the question. Share of HBWs receiving any type of TEVT increased by 30.5 percentage points during the decade. For females this share increased even faster from 8.1 in 99-00 to 45.5. Also note a many fold discrete jump in HBWs acquiring TEVT in the latest 2 years, whether on-job or off-job training. Consequently share of HBWs with no training declined sharply from 93.2 percent in 99-00 to 61.7 percent in 2008-09. For female HBWs, the corresponding share came down to 54.6 percent. The slower acquisition of TEVT underscores the need to improve access of TEVT to male HBWs.

Table 4.10: Home based worker by technical training and gender

15 +	1999 - 2000	2001- 2002	2003- 2004	2005- 2006	2006- 2007	2007- 2008	2008 - 2009	Change 1999-2000 to 2008-2009 (percentage point)
Yes						On-job job		
Male	5.8	3.5	8.1	1.1	1.3	8.6	8.9	3.1
Female	8.1	2.3	11.5	2.0	2.8	18.5	18.2	10.1
Both Sexes	6.8	2.8	10.2	1.7	2.3	15.2	15.4	8.6
Yes						Off- job		
Male						7.5	12.6	5.1*
Female						23.3	27.3	4.0*
Both Sexes						18.0	22.9	4.9*
No								
Male	94.2	96.5	91.9	98.9	98.67	83.9	78.5	-15.7
Female	91.9	97.7	88.5	98.0	97.2	58.2	54.6	-37.3
Both Sexes	93.2	97.2	89.8	98.3	97.7	66.8	61.7	-31.5

- Change between 2007-08 and 2008-09

4.8 Formalization of HBW enterprises

The share of employer HBWs moved in the narrow range of 0.6 to 1.4 percent of HBW labour force during the decade. The shares of own account HBWs ranged from 42.9-53.6 percent during the 99-09 period. These types of HBWs may or may not engage paid employees. We combine both these category of workers and access the scale of their enterprise by the number of employees, indicator and formalization by maintenance of regular accounts. As Tables 4.11a and 4.11b indicate, the trends in both indicators point that HBW enterprises have marginally shrunk in scale and more are not maintaining any accounts during the last decade. HBW enterprises employing less than 5 persons increased from 97.40 percent in 2002-02 of the total to 97.90 in 2008-09 while those enterprises with more than 5 employees decreased from 2.70 to 2.20 percent. Similarly HBW enterprises not keeping any records also increased from 91.8 percent of the total to 93.5 percent during the decade.

Table 11a: (Employer+ Own Account Worker) HBWs by No. of employee

Age 15+	1999 - 2000		2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009
No. of person less than 10	94.40	No. of person up to 5	97.40	98.40	95.70	96.70	97.60	97.90
10 or more	5.60 NA	6 to 9 10 or more	2.10 0.60	1.00 0.60	3.90 0.50	2.90 0.40	2.20 0.30	1.70 0.50

Table 11b: (Employer+ Own Account Worker) HBWs by Record Keeping

Age 15+	1999-2000	2001-2002	2003-2004	2005-2006	2006-2007	2007-2008	2008-2009	Change 1999-00 to 2008-09 (percentage point)
Yes	6.60	3.50	4.10	3.10	3.50	6.30	4.80	-1.8
No	91.80	94.60	93.80	94.30	96.20	92.80	93.50	1.7
Do not know	1.50	1.80	2.10	2.60	0.30	0.90	1.70	0.2

CHAPTER 5

5 A SAMPLE SURVEY OF HBWS HOUSEHOLDS: FINDINGS FROM ISLAMABAD/RAWALPINDI REGION

5.1 Introduction

The objective of conducting a one point in time sample survey of HBWs households is to obtain a richer profile and quantification of various “Deficits” encountered by the HBWs. As mentioned in the earlier chapter, the labour force surveys conducted at the national level by FBS are not specifically tailored for this purpose. The sample survey may also help to validate some of the information obtained from the LFS analysis. However the findings from this rapid appraisal localized sample survey should not be regarded nationally representative nor a substitute for LFS conducted by the FBS.

5.2 Sampling and Survey Methodology

Given the time and resource constraints, it was decided to identify HBWs in the cities of Islamabad/Rawalpindi, including clusters in the outskirts of both the cities. Thus a sample of 300 HBWs households (where the main respondent is an HBW himself/herself) including 100 households from 3 clusters are selected for cross-sectional profiling of HBWs. The location of 3 clusters and products in which they specialize are as follows: - Fatehjung Road (Stitching/Embroidery), Turnol (handicrafts) and Railway Colony in Rawalpindi (Paperwork). This rapid appraisal survey would add to the growing data base of HBWs sampled from selective cities by Home Net and other NGOs/research organizations around the country during the last few years.

A questionnaire (attached in the appendix) was designed containing the following modules:-

- a) Household roster containing demographic details of each member, such as gender, age, educational levels, employment status, type of HBWs, average working hours and whether part- or full-time HBW.
- b) A module on technical education and vocational training of HBWs
- c) Documentation of type of work undertaken or product processed by the HBW respondent.
- d) Module on Revenue and cost of inputs, marketing channels, Practices and constraints
- e) Interface with Organizations
- f) Access to Credit
- g) Occupational Hazard and Work Environment

Half day training was imparted to 6 experienced enumerators (3 males and 3 females) before pre-testing the questionnaire. After pre-test, the questionnaire was slightly modified.

The profile analysis for 300 households covering 1750 individuals and 525 HBWs are presented in the following sections of this chapter¹⁰.

5.3 Household Characteristics of HBWs

Table 1 summarizes the socio-demographic characteristics of HBW households. Most of the indicators are a reflection of the urbanized population: The smaller average size of household, higher education levels, greater number of earners, higher enrollment, and higher percentage of nuclear family households and smaller ownership of houses than in rural areas. Average number of female HBWs is higher by 1/3rd than males in these households. The education level of females in these households is still lower than of males and 28% have no education compared to 21% for males. The distribution of household members by employment status suggest that nearly 1/4th of these HBW households have members working outside home and home based work is not their sole source of earning.

5.4 Characteristics of HBWs

Table 2 gives similar descriptive statistics for only the HBW population in the sample. The average age and educational profile of HBWs suggest that they are even younger and more educated than HBWs at the national level. Females with no education are 32.6 percent of the sample as compared to the 57.3 percent at the national level. In terms of acquisition of technical/vocational training, the percentages in the Islamabad/Rawalpindi sample for females are lower than at national level. Only 26.1% of the females received any kind of vocational training in the sample as compared to 45.5 percent at the national level. For males the percentage of the corresponding indicator is similar at the city and national level.

The distribution of HBWs by employment status is fairly different from the one observed at the national level. The female piece rate workers constitute 44.7 percent of total female HBWs against 37 percent at the national level, while male piece rate workers are roughly 2 and a half times the proportion observed for the corresponding indicator at the national level (33 vs 13 percent). Similarly 45 percent of females work as unpaid family helper HBW in the region compared to only 17 percent at the national level. At the national level male own account HBW are 48 percent of the total. The corresponding number at the local level is 25 percent. Contrary to casual empiricism, nearly 70 of females are Part-time HBWs compared to 44 percent males. Average daily working for females is less than males, but in response to the question on number of days worked last month, the average for female is more than males. Apparently there is considerable underemployment among piece rate workers as they are just working between 7-10 days during the month.

Nearly 33 percent of female HBWs are engaged in stitching, compared to only 7 percent for males. The shares of female HBWs engaged in automobile goods (19 percent) and embroidery (18 percent) are roughly equal. Forty percent of male HBWs are involved in

¹⁰ Male HBWs 103 and Female HBWs 422

Food products with another 22 percent in paper products. The extremely low percentage of employer/own account workers entering into contracts with their employees or maintaining records is in line with the national estimates.

Table 1: HOUSEHOLD CHARACTERISTICS

Average Household Size	5.83	
Average # of Males	2.92	
Average # of Females	3.04	
Average # of Earners		
i) Including HBWs	3.09	
ii) Excluding HBWs	1.62	
Average # of HBWs per household		
Males	1.21	
Females	1.66	
Average # of currently enrolled household members	2.44	
Average Dependency Ratio of a household	0.66	
Educational Status (% Distribution by level by gender)	Male	Female
None	21.30	28.40
Under primary	20.00	18.20
Primary	19.50	17.40
Middle	19.20	11.80
Matric	11.40	11.70
Intermediate	4.40	5.90
Type of Household (%)		
Nuclear family	76.3	
Joint family	23.7	
Ownership of the house (%)		
Owned house	50.3	
Rented	33.3	
Govt House	13.3	
Relatives (no rent)	2.3	
Living free in a house constructed by mud	0.7	
Employment Status (%)		
Employed (outside the home)	25.1	
Un-employed	4.6	
Home based worker	34.5	
Housewife	10.6	
Student	23.3	
Retired	1.9	

Table 2: Socio-Demographic CHARACTERISTICS OF HBWs

Average Age of HBWs by Gender		
Male	33.50 (103)	
Female	29.49 (422)	
Educational status of HBWs (% Distribution by Level by Gender)		
	Male	Female
None	20.4	32.6
Under primary	11.7	7.3
Primary	23.3	21.5
Matric	13.6	12.5
Intermediate	4.9	5.4
Marital Status of Respondent HBWs by Gender		
	Male	Female
Married	75.8	66.0
Unmarried	21.0	22.3
Widow	3.2	10.9
Separated	-	0.8
% with vocational training/technical education		
	Male	Female
Yes	38.7	26.1
No	61.3	73.9
Source of training by Gender		
	Male	Female
Private training centre	4.2	33.3
Govt training centre	4.2	12.3
NGO/ Project	4.2	8.8
Informal (Ustad/shagird)	87.5	45.6
Type of HBW (% Distribution by Gender)		
	Male	Female
Worker paid by piece rate	33.3	44.7
Worker paid regular salary	2.9	0.7
Employer/ enterprise owner	2.9	1.4
Unpaid family worker	35.3	45.4
Own account worker	25.5	7.8
Full or Part-time HBW by Gender		
	Male	Female
Full time HBW	56.1	30.7
Part time HBW	43.9	69.3
Average daily working hrs of HBWs by Gender		
Male	7.14	
Female	5.39	
Average # of days worked last month by Gender		
Male	7.19	
Female	10.16	
HB work by product type (broad categories) by Gender		
	Male	Female
Stitching/Embroidery	6.67	32.97
Pottery Making	-	0.73
Handicraft	10.00	18.68
Leather Products	-	0.73
Wooden Work	8.33	0.00
Food Products	40.00	7.69
Electric Apparatus	-	0.37
Auto Mobile goods	10.00	19.41
Paper Products	21.67	15.02
Binding	1.67	2.20
Miscellaneous	1.67	2.20
For Employer HBW, any contract with employees	(2.7%)	
For employer HBWs, written accounts	(2.0%)	

5.5 Remuneration of Piece rate Workers

Low remuneration of HBWs is the outcome of many factors, including their weak bargaining power. From the information on production, piece rate and cost of material purchased by the HBWs, a gross estimate of monthly earnings is obtained in Table 3 for those involved in piece rate work or are own account workers. These are an overestimate as cost of utilities and other costs, such as transportation and employee wages (in case of own account worker) are not deducted from total revenue¹¹. The average monthly income per household from piece work is Rs.3995 for HBWs around the Islamabad/Rawalpindi region. In LFS the average income per month of a piece rate worker in 2008-09 is calculated to be Rs.2400 per month. If the average number of HBWs in a household is taken to be 1.44 per household, the average earning per HBW is roughly Rs.2800 per month. Thus these remuneration estimates from the sample survey are in line with the national survey. No doubt estimates from both sources are far below the minimum wage mandated by the government.

Table 3: Earning Estimates from HB Piece Rate work

Average Gross Revenue per household per month(p.m)	6709.46
Average Total Cost of purchased raw material per household p.m	2613.41
Average Gross Income from Piece rate work per household p.m	3995.93
Average gross income per household per month by broad product categories	
Stitching/Embroidery (72)	1865.78.
Handicraft (51)	3148.63
Leather Products (2)	1225.00
Wooden work (8)	9268.75
Food Products (40)	11415.50
Electric Apparatus (1)	3400.00
Auto Mobile goods (47)	3525.98
Paper Products (50)	2239.68
Binding (9)	1908.89
Miscellaneous (10)	3240.00

(.) No.of Observations in each product category.

The average remuneration of 10 types of piece rate workers is also estimated to assess the variation or inequality in earnings across different type of piece rate HBWs. The earnings range from a low of Rs.1225 for HBWs engaged in leather products to Rs.11415 for those engaged in Food products. Since majority of males are involved in food products and females in stitching and embroidery (average earnings Rs.1865) the gender wage gap is substantial.

¹¹ Out of 300 HBW households, only 9 are employer HBWs. The revenue and cost from enterprises belonging to employer HBWs was not recorded. Similar own account workers did not engage any employees. Only 6 HBWs belonged to regular paid employees.

5.6 Marketing Channels, Practices and Constraints

Table 4 summarizes the respondent answers to various types of questions related to various aspects of marketing of their products. Nearly ½ of all HBWs supply their products to intermediaries and another quarter is direct suppliers from their home. The latter category may belong to food products. Nearly 1/5th of the HBWs supply their products directly to wholesalers/retailers in the market. Only 2.0 percent supply to NGOs/organizations. Interpretation of other answers to questions on conditions of payment, credit terms, presence of contract, payment conditional on quality inspection provide further evidence to the exploitative remunerative conditions faced by HBWs and acute 'deficits' they encounter in the market place. Nearly 1/5th supply on credit terms and among them nearly 1/3rd have terms of more than a month. Ninety-four percent of HBWs have no formal contracts with their suppliers and piece work of 50% HBWs undergoes quality inspection before a payment is made. Only 10 percent of HBWs have participated in any kind of fairs, and for females this percentage is at 2%. More Male HBWs than female HBWs are facing work related/marketing constraints (79% vs 65%). Those facing constraints, for males it is marketing and financial, for females it is low demand and late payments. In spite of these constraints and bit contradictory, more than 70 percent of gender is satisfied with their HBW status.

5.7 Interface with Organizations

Table 5 groups two types of organizations. The first category is one in which the HBWs can participate for the purpose of organization and representation and the other are that offer various Social Protection/security benefits. A glance at the table and high percentage of negative answers again point to the extreme deficits faced by HBWs in the Islamabad/Rawalpindi region. Only 2%, i.e., 6 out of 300 respondents are registered with any formal organizations. For the 6 HBWs that are registered there is no role in/ or support from the organization. Three out of four received financial support, and remaining 1 HBW received marketing support. Only 3 percent have insurance and 10 percent have access to subsidized health facilities, probably due to a outside home employee member. Only 9% of female HBWs have Benazir Income Support Card.

Table 4: Marketing Channels, Practices and Constraints

Marketing endpoints distribution			
	Self from home	26.5	
	whole seller/ retailer	18.4	
	Manufacturer	4.2	
	NGO/organization	1.9	
	Intermediary	49.0	
Distribution by conditions of payment			
	Advance	2.8	
	At delivery	76.6	
	Credit	20.6	
Distribution by credit terms			
	Less than one week	18.7	
	Less than 2 weeks	1.3	
	Less than a month	46.7	
	More than a month	33.3	
Presence of contract			
	Group	1.3	
	Organization/ NGO	0.8	
	Intermediaries	3.4	
	No	94.5	
Condition for piece rate work			
	Yes	48.9	
	No	51.1	
Preference for marketing channels by gender			
		Male	Female
	Shop/market	72.9	56.5
	Organization/NGOs	3.4	9.9
	Through the intermediaries	3.4	28.3
	All of them	20.3	5.4
Percentage participated in industrial/cultural fairs by gender			
		Male	Female
	Yes	9.7	2.1
	No	90.3	97.9
Percentage of HBWs facing work/marketing related constraints by gender			
		Male	Female
	Yes	79.0	64.7
	No	21.0	35.3
Type of constraints by gender			
		Male	Female
	Financial	27.8	19.5
	Marketing	33.3	12.2
	Low Demand	30.6	30.9
	Exploitation by the intermediaries	5.6	10.6
	Late receipt of payment	2.8	26.0
	All of the above		0.8
Percentage satisfied with work			
		Male	Female
	Yes	74.2	71.4
	No	25.8	28.6

Table 5: Interface with Organizations

Registration of HBWs with other organization		
Yes		2.0
No		98.0
If Registered a) Type of organization		
madrasa		16.7
national craft co		16.7
NRSP, PIEDAR (Con		16.7
SABA		33.3
Yes network, Voca		16.7
Any role in the organization		
yes		1.7
no		98.3
Any support for work and type of support		
Yes		1.3
No		98.7
Type of the support provided		
Financial/ Credit/ Loan		25.0
Marketing		75.0
Employer HBWs, registered with EOBI		
Yes		0.3
No		98.7
Don't Know		1.0
Organization registered with social security		
No		98.7
Don't Know		1.3
Percentage of HBWs having insurance		
Yes		3.3
No		95.3
Don't Know		1.3
which purpose		
Life		2.7
% HBWs availing free or subsidized health service		
Yes		9.0
No		88.0
Don't know		3.0
If yes which organization		
DM Cotton Mills		11.11
Pakistan Railway		62.96
Railway Hospital		22.22
Sabro company		3.70
% respondent HBWs Females with BIS card		
Yes		9.0
No		91.0

5.8 Access to Credit

Table 6 gives HBWs' last one year financial debt profile and its sources. More than 70% in case of males and 80% in case of females did not take any loans. More probing questions are needed to assess that whether they had no need for loans or if they applied they were refused access to credit and on what grounds? For male HBWs the biggest source was relatives and friends, while for female HBWs it was relatives and NGOs/Organizations¹². A higher percentage of loans were for work purpose than consumption. Average amount of loan and its outstanding amount is roughly 50% and 37% higher for males than for females. Assessing the capacity to repay the loan, the outstanding amount of loans constitute more than 1½ years of earnings from piece rate work.

Table 6: Access to Credit

Percentage of HBWs households who took loans by gender		Male	Female
	Yes	25.4	12.0
	No	74.6	88.0
Percentage distribution of source by gender		Male	Female
	Bank	6.7	17.2
	Organization/ NGO	13.3	24.1
	Intermediaries	-	3.4
	Relatives	33.3	31.0
	Friends	33.3	20.7
	Saving committee	13.3	3.4
Percentage distribution of purpose for loan by gender		Male	Female
	Work	60.0	57.7
	Consumption	40.0	42.3
Average amount of loan by gender			
	Male	75946.67	
	Female	48213.79	
Average outstanding amount by gender			
	Male	66666.67	
	Female	46513.64	

5.9 HBWs Occupational Hazards

Table 7 gives the percentage of HBWs that suffered work related injury or accident while working in their homes. Nearly 10% of male HBWs and approximately 2% suffered such incidents. The average numbers of days are respectively 19 for males and 11.33 for female HBWs.

¹² There is slight inconsistency in this answer and one in previous table. Twelve percent of female constitute a sample of 50 females. Within those 24% or 12 females were supported by NGOs/Organizations. While in Table 5 only a total of 6 HBWs are registered with NGOs and only 1 out of 4 received financial help/support.

Table 7: Occupational Hazard

Percentage HBWs suffering injury/accident	Male	Female
Yes	9.7	1.7
No	90.3	98.3
Average No. of days lost due to injury	Male	Female
	19.00	11.33

5.10 HBWs working environment

Since homes of HBWs compete for proper living and workplace it is challenge for HBWs to create a balance under poverty, large families and cramped housing conditions. A section was inserted in the questionnaire that recorded enumerators' observation on different characteristics of workplace environment. Table 8 gives observations in percentage terms out of 300 households visited by the enumerators.

Enumerators found the workplace of nearly 1/5th of HBWs congested and with poor sunlight. The workplace of 16% HBWs was also poorly lighted. The observed incidence of other type of workplace and environmental hazards was far less, i.e., fumes, hot temperature, handling dangerous chemicals, children exposed to blunt instruments and electricity and ranged from 6 to 0.7 percent of the households.

Table 8: Work Environment

Percentage distribution of Yes/No by type of environment		
Poor lighting	Yes	15.7
	No	84.3
Poor sunlight	Yes	21.0
	No	79.0
Congested	Yes	21.3
	No	78.7
Hot temperature	Yes	4.7
	No	95.3
Fumes	Yes	6.0
	No	94.0
Chemicals	Yes	3.7
	No	96.3
Sharp instruments in the hands of children	Yes	1.3
	No	98.7
Children interacting with electricity	Yes	0.7
	No	99.3

6 SUMMARY AND POLICY IMPLICATIONS

Currently, in the context of home based workers, Pakistan's ILO Decent Work Country Program (DCWP) faces two inter-related challenges. The first is more direct and relates to the recognition of HBW as regular workers through ratification of ILO Convention on Home Work (C177) as well as delays in the official passage through Legislatures and implementation of National Policy on Home-based workers (NPHBW). The second is more technical and relates to statistical challenges that include definitional issues, sizing the HBW population, profiling and monitoring the trends and socio-economic status of HBW on a continued basis. The main focus of this study is on the above mentioned second challenge.

This report is a theme based stand alone statistical-cum-analytical report and its value-added lies in the fact that it provides a historical 10 year profile based on official Labour Force Surveys (LFS) on various aspects of HBWs in more depth than hereto attempted in the earlier reports of the Government. In addition by targeting a sample of 300 HBW households in the Islamabad/Rawalpindi region, it provides a detailed one-point in time profile of various issues facing HBWs. This local sample survey adds to the growing fragmented evidence on HBWs in the country. The main findings of the report can be summarized as follows:-

- i) On the issue of sizing or scaling of HBWs in the country majority of the stakeholders are in favour of capturing them through the addition of a column in the Population Census. Although liable to delays, the Population Census is regarded as the most cost effective measure of scaling HBWs, provided a consensus and consistent definition of HBWs is adopted.
- j) Registration of HBWs is considered as the second best option for their sizing and scaling. Issues of politicization of the process, rent seeking and sneaking of ineligible population in the presence of cash and non-cash benefits can be partially overcome by the involvement of local governmental agencies, NGOs and civil society. There are fewer consensuses among stakeholders on using LFS and cluster enumeration for sizing the HBW population in the country.
- k) Regarding monitoring of deficits at irregular intervals or during the inter-censal period more stakeholders are in favour of specific HBW surveys and/or adding modules to the LFS.
- l) Ministry of Labour is of the view that policies and interventions to strengthen HBW representation and voice for decent income and work environment along with social security benefits can best be implemented on the basis of individual registration of HBWs, rather than registering their organizations (the Indian model). Moreover institutional and administrative issues involved in the devolution of the ministry to the provinces are resolvable and manageable by setting up an effective inter-ministerial body.

- m) Between 99-00 and 2008-09, seven rounds of LFS were conducted by the Federal Bureau of Statistics. Sample of HBWs in each of these surveys are filtered and then their size in population is estimated by blowing them with population weights. A time trend broken down by gender and location is constructed for the last 10 years.
- n) In the Age 15+ population, HBWs at the national level increased from 1.22 million in 99-00 to a peak of 2.01 million in 2005-06. By 2008-09 they securely fell to 1.62 million, still higher by 0.4 million since the start of the decade. In terms of numbers, the population of female HBWs more than doubled from 0.52 million in 1999-00 to 1.13 million in 2008-09. The share of females in total HBW increased from 42.6 percent in 1999-00 to 71.4 percent in 2008-09. As a percentage of total non-agriculture employed labour force, the share of HBWs fluctuated between 6-8 percent during the decade¹³. Rural share of HBWs during the period moved in a tight range of 55.6 percent (2001-02) and 64.0 percent (2006-07).
- o) Nearly 80 percent of HBWs reside in the province of Punjab, followed by a distant 2nd, i.e., 8.2 percent residing in Sindh. This is in contrast to the share of population and labour force in each of the provinces. During the decade, Punjab and Khyber Pakhtunkhwa gained HBWs at the cost of Sindh and Baluchistan.
- p) Compared to the beginning of the decade, the population participating or working as HBWs are now younger. There is a gain of 8.6 and 3.0 percentage points in the share of HBWs with age between 15-19 and 20-24 respectively. HBWs in these two young brackets now constitute over 40 percent of all HBWs compared to 28.7 percent a decade earlier. The share of females in age group 15-24 increased much more rapidly than males. Sample survey of 300 household from Islamabad/Rawalpindi region also supports the trends from LFS. The average age of males in the sample is 33 and 29 years for males and females respectively.
- q) Around half of all HBWs do not have formal education, mirroring low literacy levels of the country. The second highest group of HBWs consists of primary school drop-outs. More females HBWs have primary and middle education levels than a decade ago. Entry of the female HBWs with education above primary and below matric level was the fastest during the period 2001-2006. In the sample survey the HBWs with no education are much lower than at the national level
- r) The largest proportion of HBWs are classified as engaged in the manufacturing activities at 75.8 percent, followed by community, social and personal services sector (10.9%) and wholesale and retail trade sector (6.5%) in 2008-09. The highest gain of HBWs during 99-09 is also recorded by the manufacturing sector with female HBWs increasing their share from 64.6 percent in 99-00 to 89.2 percent in 08-09. In all others sectors the shares of HBWs have declined ranging from -12.5 to -0.1 percent.

¹³ The corresponding shares for India, Kenya and Tunisia are more than twice of Pakistan.

- s) The highest proportion of HBWs are non-agriculture own account workers in the range of 37.2 to 49.7 percent, followed by piece rate workers in the range of 22.0-33.3 percent and unpaid family workers (12.6-17.2%). During the decade, piece rate HBWs, increased their share in total HBW force by 7.7 percentage points. The shares of females piece rate HBWs is 2-3 times of male piece rate HBW. In Islamabad/Rawalpindi targeted survey, female unpaid family home based workers accounted for the highest share at 45.4%, closely followed by female piece rate worker at 44.7%. The share of male own account workers is 25.5 percent in the sample.
- t) Only 19 percent of HBWs work more than 49 hours in a week defined as 'excessive' hours. There is considerable disparity in working hours of males versus females. More than 41 percent of HBW males work excessive hours compared to 9 percent female HBWs. Nearly ½ of female HBWs work in the range of 35-44 hours per week and another ¼ work part-time i.e., between 20-29 hours per week. The Islamabad/Rawalpindi survey revealed that daily average hours worked by males is 7.14 and by females is 5.39 hours. Nearly 70 percent of female HBWs are part-time workers.
- u) The Labour Force Surveys in Pakistan only capture the details of remuneration of paid employees. These include cash and kind (valued at market prices) earnings per month, plus bonuses. During the decade the average monthly earnings of all types of HBWs fluctuated between Rs.1900/- to Rs.3100/- per month. Regular paid employees are the highest paid with monthly earnings at Rs.4870 in 2008-09. Piece rate HBW just earn Rs.2400/- per month. At the start of the decade piece rate earnings were 61% of average earnings of Casual Paid HBW Employee and 42% of regular paid HBW employee. The gender wage gap has widened during the decade for all the 3 types of HB workers. In 2008-09 these female HBW earnings for 3 types of employees are 55.6, 36.7 and 42.5 percent of male earnings. The highest growth in earnings, i.e., Annual Compound Growth Rate (ACGR) is recorded by the casual paid HBW (4.7%) followed by piece rate HBW (2.7%). Females HBWs growth in earnings is lower than males in all the groups. During the period consumer prices increased at an ACGR of 7.2%. Thus the per month real earnings of employee HBWs declined during the decade.
- v) Average gross income of piece rate workers from Islamabad/Rawalpindi area is calculated to be Rs.4000/- per month. If the average number of HBWs in a household is taken to be 1.44 per household, the average earnings per HBW are roughly Rs.2800 per month. Thus these remuneration estimates from the sample survey are in line with the national survey.
- w) According to LFS, share of HBWs receiving any type of Technical Education and Vocational Training (TEVT) increased by 30.5 percentage points during the decade. For females this share increased even faster from 8.1 in 99-00 to 45.5. Consequently share of HBWs with no training declined sharply from 93.2 percent in 99-00 to 61.7 percent in 2008-09. For female HBWs, the corresponding share came down to 54.6

percent. These estimates are in sharp contrast to the estimates from Islamabad/Rawalpindi survey that indicated that only 39 percent of males and 26 percent of females received some kind of technical training.

- x) As LFS are general purpose surveys of labour market conditions, they do not cover the various 'deficits', e.g., such as representation, recognition of rights, social protection and security, non-access to credit faced by the HBWs in the country. These are covered extensively in the sample household survey of HBWs in the Islamabad/Rawalpindi region. In profiling marketing channels, practices and constraints, the small survey revealed that more than 70% of HBWs are satisfied with their work. However more than 65% also experience work related constraints. Among those facing constraints, late receipt of payment and low demand are the two main constraints faced by females, and marketing and low demand are the ones faced by male HBWs. Only 2% of HBWs sell their products through NGOs/Organization, although 10 percent of females and 3.4% of male HBWs would prefer to sell through NGOs.
- y) Ninety-eight percent of responding HBWs, are not registered with any organization. Of the 2% (i.e., 6) registered, only negligible have any role or get any support from the organizations. Huge majority of employer HBWs are not registered with EOBI. Over 95% of HBWs do not have any kind of insurance and 88% HBWs did not avail any subsidized health service. Ninety-one percent of HBW females did not possess BIS card.
- z) More than 70% in case of males and 80% in case of females did not take any loans. More probing questions are needed to assess whether they had no need for loans or if they applied, were they refused access to credit and on what grounds? Average amount of indebtedness or outstanding loan for males is Rs.67,000/- and for females it is Rs.46,000/- For male HBWs the biggest source was relatives and friends, while for female HBWs it was relatives and NGOs/Organizations
- aa) Ten percent of males and 2% of females suffered an injury during the last one year. Average number of days lost due to injury was 19 and 11 days for males and females respectively.
- bb) Enumerators were asked to record their observations on workplace occupational hazards. They found the workplace of nearly 1/5th of HBWs congested and with poor sunlight. The workplace of 16% HBWs was also poorly lighted. The observed incidence of other type of workplace and environmental hazards was far less, i.e., fumes, hot temperature, handling dangerous chemicals, children exposed to blunt instruments and electricity and ranged from 6 to 0.7 percent of the households.

What are the implications of above findings for the Decent Work agenda of ILO? The historical empirical evidence at the national level whatever its' weakness, and localized Islamabad/Rawalpindi survey although not representative for the entire HBW population of the country suggest that HBWs are confronted with serious problems (and females

specifically as they now constitute 70% of HBWs) in terms of exploitation in terms of decent earnings, credible representation and negligible social protection coverage. These serious shortfalls in DWA stem from their being not organized, not represented in forums and being 'invisible'. At the other end, a major source of exploitation is 'invisible' employers in shape of intermediaries.

An essential pre-requisite for representation is their estimates in the country. The higher their numbers are the greater the chances of effective representation for decent work. In this regard at a policy level developing a consensus on a) definition of HBWs and b) a reliable source of generating and monitoring the data on scale and 'deficits' is needed. Sizing HBWs at the time of Census is regarded as the most cost effective and reliable source to monitor long-term trends in HBW population. Deficits can be monitored either through registration or periodic specific surveys or modules in LFS by FBS.

What is the best policy vehicle to reduce the deficits facing HBWs? One option is to frame and legislate a stand-alone specific policy (few countries have adopted this route) for HBWs that grants them a 'quasi-formal' status as a worker outside the ambit of employer/employee definition. Approval of such a policy is regarded by some as 'formalization' of the informal sector with attached reservations of poor implementation, backed by the observed ineffective implementation of existing labour laws in the organized sector and 'spillovers' to other segments of the informal sector. The second option is to reduce deficits through 'individual' versus 'organizational' registration, based on nature of work or even maybe location or gender. This largely circumvents the issue of creating 'quasi-worker' status for HBWs, and a law that adds to a plethora of existing poorly implementable laws. Among the sub-options of the second option encouraging and allowing HBWs organizations to register in WWF and Social Security departments would require some modifications of existing labour laws, advocacy and identification of clusters by the relevant local government departments and NGOs. However being less superior to 'individual' registration it may create a tier of HBW organizations whose transparency and working may have to be monitored by an umbrella organization.

A third policy issue in the presence of both 'invisible' HBWs and his/her employer is how best to run and finance a sustainable social protection system, whether at an 'individual' or an 'organizational' level? The conventional tri-partite arrangements in contributions to social security or/and worker welfare fund would need modification, recognizing that employers' or their representatives are largely invisible and even if HBWs or organizations are registered, their invisibility may remain intact for reasons of income security. In this case a two-party, i.e., HBWs and the government arrangement is needed to create a sustainable mechanism to finance the reduction in social protection deficit.

APPENDIX A

LIST OF STAKEHOLDERS CONSULTED

1. Mr. Amjad Javed
Statistical Officer,
Federal Bureau of Statistics,
F-8, Islamabad

2. Mr. Muneer Ahmed
Chief Statistical Officer
Federal Bureau of Statistics
F-8, Islamabad.

3. Ms.Uzma Quresh
Program Officer,
UN Women,
UNHCR Building,
Diplomatic Enclave # 2,
Quaid-e-Azam University Road,
Sector G-4,
Islamabad

4. Ms.Ume Laila Azhar
Executive Director,
Home Net Pakistan,
2 B Garden View Apts,
Lawrence Road,
Lahore 54000

5. Mr.Mohammad Javaid Iqbal,
Central Labour Advisor,
Ministry of Labour and Manpower,
Government of Pakistan,
Room No.602,
Block 8,
Pak Secretariat,
Islamabad

6. Mr. Ch.M.Talib Nawaz,
President,
Pakistan Workers Federation
Bakhtar Labour Hall,
28, Nisbet Road,
Lahore

7. Mr.Haji Muhammad Javed,
President
Employers' Federation of Pakistan,
Camp Office: Skill Development Council,
C/o GTVC Gulbahar,
Peshawar,

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**Home Based Workers (HBW) Survey, 2010
(Islamabad/Rawalpindi Areas)**

Carried out by SEBCON (Pvt) Ltd

For

International Labour Organization (ILO)

HBW Questionnaire

Questionnaire #: _____

Date(dd/mm/yy): ____/____/____

Section 1: Socio-demographic details of the Respondent HBW

Q1. Age of the Respondent (Years) _____

Q2. Gender of the Respondent. 1. Male 2. Female

Q3. Marital Status of the Respondent.

1. Married 2. Unmarried 3. Widow 4. Divorced 5. Separated

Q4. Name of the Head of the Household
(HOH) _____

(If other than the respondent)

Q5. Relation of the Respondent with the HOH

- | | | |
|---------------------------|------------------|-----------------------------|
| 1. Self | 2. Spouse | 3. Son/daughter (unmarried) |
| 4. Son/daughter (married) | 5. Father/mother | 6. Brother/sister |
| 7. Other (relative) | | |

Q6. Type of household

1. Nuclear Family [comprise husband/wife and un-married children only]
2. Joint Family

Q7. Ownership of the house

1. Owned house
2. Rented
3. Govt. house
4. Relatives [no rent]
5. Others
(specify)_____

Q8. Nature/Type of work conducted in the house [please use the code form the list]

S #	Code	Brief detail of work
1		
2		
3		

2.	Head of Household (If other than respondent)								
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									

*with at least one paid employee.

** No paid employee but may have unpaid family worker.

(Q22 & Q23, ONLY FOR HOMEBASED WORKER WHO WORKS FOR ORDERS)

Q22. Do you have a written contract specifying the piece rate, and amount to be supplied per unit of time, i.e., weekly, monthly with a)

- 1) Group 2) Organization/NGO 3) Intermediaries 4) No

Q23. Is the piece rate dependent on the quality and specification of the supply?

1. Yes 2. No

(Q24 & Q25, FOR HB ENTERPRISE / EMPLOYER)

Q24. Do you have employment contracts with your employee(s)? 1. Yes 2. No

Q25. Do you keep written accounts? 1. Yes 2. No 3. Don't know

(FOR ALL RESPONDENTS, REPRESENTATION & INTERFACE WITH ORGANIZATION)

Q26. Are you registered with any Group/ Organization/ NGO?

1. Yes 2. No (Go to Q33) 3. Don't know (Go to Q33)

If yes, Name and Type of Group/ Organization/ NGO

The address of the Group/ Organization/ NGO

Q27. Do you have a role in the Group/ Organization/ NGO? 1. Yes 2. No

If yes, describe your role

Q28. Did you attend any meeting of the group/Organization/NGO? 1. Yes 2. No

Q29. Did the any Organization/ NGO provide you any support for your work? 1. Yes 2. No

If yes, what type of support?

1. Financial/Credit/Loan 2. Marketing

3. Legal/Government Procedures

Q30. Does your organization provide any of these facilities?

1. Employee Old Age Benefits Institutions (EOBI) 2. Health Card 3. Social Security

Q31. Is your organization registered with EOBI?

1. Yes 2. No 3. Don't know

If yes, how many workers are registered: Total _____ Females: _____ Males: _____ Don't Know _____

Q32. Is your organization registered with Social Security?

1. Yes 2. No 3. Don't know

If yes, how many workers are registered: Total _____ Females: _____ Males: _____ Don't Know _____

(ACCESS TO CREDIT)

Q33. During the last 12 months did you take any loan? 1. Yes 2. No (Go to Q35)

Q34. Particulars of loan:

S#	Source	Purpose (Code)	Amount (Rs.)	Total Mark-up (Rs.)	Repayment Period (months)	Outstanding Amount (Rs.)
1	Bank					
2	Organization/NGO					
3	Intermediaries					
4	Relatives					
5	Friends					
6	Saving Committee					

Purpose (Code) 1. Work 2. Consumption 3. Death of family/relative

4. Social/ personal Expenditure (Durable, marriage, health, operation)

(Q35& Q36 ARE FOR EMPLOYER/ENTERPRISE OWNER WITH 5 OR MORE EMPLOYEES)

Q35. Is your business registered with EOBI? 1. Yes 2. No

If yes, how many workers are registered: Total _____ Females: _____ Males:

Q36. Is your business registered with Social Security? 1. Yes 2. No

If yes, how many workers are registered: Total _____ Females:
_____ Males: _____

(ASK ALL HBW, RESPONDENTS)

Q37. Did you ever take insurance?

1. Yes 2. No 3. Don't know

If yes for which purpose:

1. Life 2. Business 3. Other (Specify)

Q38. Have you or any member of your family working at home availed of any free or subsidized health service during the last one year?

1. Yes 2. No 3. Don't know

If yes, which organization

OCCUPATIONAL HAZARDS

Q39. Have you or any member of your family while working in home suffered any injury or accident during the last year? 1. Yes 2. No

If _____ yes _____ nature _____ of
injury_____

Due to injury how many days you didn't work at
home_____

(ASK FEMALE HBWS)

Q40. Do you have Benazir Income Support Card? 1. Yes 2. No

(FOR ALL RESPONDENTS)

Q41. With whom do you prefer to work directly?

- 1. Shops/market
- 2. Organizations/NGOs
- 3. Through the intermediaries
- 4. All of them

Q42. Are you facing any problems with respect to work? 1. Yes 2. No

If yes, what type?

- 1. Financial
 - 2. Marketing
 - 3. Low Demand
 - 4. Exploitation by the intermediaries
 - 5. Late receipt of payments
 - 6. All of the above
 - 7. Others
- specify_____

Q43. Are you satisfied with your work? 1. Yes 2. No

Q44. What do you want to do to improve and promote your work?

Q45. Do you participate in the industrial and cultural fairs and exhibitions?

1. Yes

2. No

If yes

a. At what level:

1 At individual level

4 At provincial level

2 At organizational

5 At national level

3 At district level

6 At international level

7 Other (specify)

b. Name of exhibition/Fair

c. Date of exhibition /Fair

d. Which organization organized this exhibition/Fair

Q46. Surveyors Comments on the work environment:

- | | | |
|---|--------|-------|
| a) Poor lighting, | 1. Yes | 2. No |
| b) Poor sunlight, | 1. Yes | 2. No |
| c) Congested | 1. Yes | 2. No |
| d) Hot temperature | 1. Yes | 2. No |
| e) Fumes | 1. Yes | 2. No |
| f) Chemicals | 1. Yes | 2. No |
| g) Sharp instruments in the hands of children | 1. Yes | 2. No |
| h) Children interacting with electricity | 1. Yes | 2. No |

Interviewer name: _____

Location of the interview: _____

Codes for skills & Type of work performed by HBW

A. Stitching/ Embroidery

A1 Stitching

A2 Garments

A3 Stuffed toys

A4 Stitching Garments

A5 Gotta Work

A6 Needle work on Adda

A7 Bed Cover Making

A8 Lace Making

A9 Mirror Work

A10 Embroidery

A11 Regional Embroidery

A12 Special Stitch

Other_____

B. Pottery Making:

B1 Earthen Pots Making

B2 Metallic or Ceramic Pots

B3 Clay Pots

B4 Paper Mashi

B5 Designing and Painting on Earthen Pots

Other_____

C. Handicraft:

C1 Artificial Jewelry

C2 Making Bamboo Goods

C3 Wax Making

C4 Decorative Strings

C5 Gloves Making

C6 Ajrak Making

C7 Candle Making

C8 Stone Products

C9 Block Printing

C10 Ralli Making

C11 Bangle Making

C12 Making Decoration Pieces

Other_____

D. Leather Products:

- D1 Leather Making
- D2 Leather Suit Case Making
- D3 Shoe Making
- D4 Garment Making

- D5 Leather Bags Making
- D6 Leather Jackets Making
- D7 Needle work on Khusa
- Other _____

E. Wooden Work:

- E1 Wooden Decoration Piece Making
- E2 Wood Carving

- E3 Furniture Making
- E4 Wood Painting
- Other _____

F. Food Products:

- F1. Food Making/ Preparing
- F2 Packing Food Products
- F3 Sauce/ Pickle Making
- F4 Marmalade Making
- F5 Nimko Making
- F6 Honey Collection/ Molasses Making
- F7 Packing Peanuts
- F8 Peanut Peeling

- F9 Pine Nut Peeling
- F10 Packing Pine Nuts
- F11 Prawn Peeling
- F12 Packing Prawns
- F13 Vegetable Peeling
- F14 Packing Vegetables
- F15 Drying Vegetables
- F16 Packing Dried Vegetables
- Other _____

G. Milk Products:

- G1 Butter Making

- G2 Kert Making
- Other _____

H. Electric Apparatus:

- H1 Tester Making

- H2 Iron Filament Making
- H3 Heater Plates Making

H4 Washer Making

H5 UPS Manufacturing

H6 Manufacturing Tube Light Stand Fitting

Other_____

I. Auto Mobile goods:

I1 Spare parts Bicycle

I2 Spare Parts of Motorcycle

Other_____

J. Paper Products:

J1 Card Board Making

J2 Card Box Making

J3 Filling Match Boxes

J4 Packing Pulses

J5 Paper Flower Making

J6 Scented Smoke Making

J7 Filling Scented Smoke

J8 Paper Bags Making

Other_____

K. Binding:

K.1 Book Binding

L. Miscellaneous:

L1 Kite Making

L2 Chengair Making

L3 Pranda and Trouser String (Azar-Band) Making

L4 Mats and Basket Making

L5 Fishing Net Stitching

L6 Carpet

Weaving

L7 Precious Stone and Marble Cutting

L8 Football Stitching

L9 Brush Making

L10 Baan Making

L11 Chicks Making

Other_____

