

Baseline Survey of Home Base Working Women (HBWW) in District Kasur March- May, 2013

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Survey Report of Home Based Working Women in Kasur



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EXECUTIVE SUMMARY

Good Thinkers Organization (GTO) is a Kasur based an NGO working in Kasur since Aug. 2001. GTO is working for marginalized community especially women and children. Its Vision is a right based society where everyone has equal access to resource and justice. GTO is researching / working on issues faced by HBWW's in district Kasur and try to ensure their visibility, recognition, legal and social protection and a decent standard of living.

Good Thinkers Organization (GTO) is a partner of different local, national and international donor Agencies and INGO of the world. GTO strives to empower home based workers to realize their economic, political and social rights through the strengthening of their respective women based group, adoption of fair trade practices, resulting in the improvement of their working and living conditions, thus ensuring that home based women have security of income, and participation in governance related to their concerns and livelihood.

An estimated 50 million people out of 151 million are currently living below the poverty line in Pakistan and this level is rising sharply. The capacity of the poor to improve their living conditions is constrained by their powerlessness within political and social systems and is linked to inappropriate government policies, no access to information and resources, poor quality of social services and gender inequality.

It is also increasingly evident that women and girls in poor households bear a disproportionately high share of the burden of poverty. Their greater deprivation is due to a host of factors, including restricted mobility, lack of education and training, lower access to or ownership of resources and assets, and limited access to credit and social services. As a result of this Pakistani women have limited participation in decision-making in all spheres of life from family to state. This is however, a vicious circle, as this state of affairs also persists because women have no say in decisions affecting their economic and social status in society.

The Baseline survey on the Home based Working Women of Kasur has been carried to empowering Home Based Working Women and seeking to fund by any prospect donor. This research is carried out in urban and rural areas of district Kasur in which 11 urban Union Council and there are rural the estimated population of these UC's are 350,000 & in this study the target group of 18 above HBWW's is selected.

Good Thinkers Organization conducted the survey in Kasur. As part of the survey, & individual interviews carried out during the baseline survey, problems of home based working women in the different trade. The findings gathered from District Kasur highlighted multiple problems being faced by HBWs which include great decrease in the volume of production and income; long hours of load-shedding has affected badly on the business. The HBWWs have to work for a longer time; sense of insecurity is increasing day by day in the families; the state of health

among women is in very bad condition. The HBWWs lack networking and linkages and their work is not being recognized as laborers and they do not have an easy access to micro financing.

The inferences gathered from the survey indicate that the home-based working women workers of district Kasur are living in almost every low-income urban locality in the country, as well as in remote rural areas, are amongst the most exploited group of workers. They constitute a major segment of labor deployment in the informal sector of the economy. Bulk of these worker producers live and work in 'on-the margin' survival conditions and do a variety of jobs for industry and trade, ranging from sewing clothes, shoe making, cleaning of dry fruit, unstitching of old woolen clothes, embroidery work, Ada Work, parlor etc. As a workforce, home-based working women have remained largely invisible with no recognition as a shape of bounded labor.

HBWWs are poorly paid their wages are less than their work and expenditure. The monthly earnings range from 1000 to 6000. The prices of raw material have been increased 70% to 100%. That also increases the price of our product. As a result the demand of our products decreased a lot which increase our poverty level ultimately. The women have to work for a longer of time everyday to fill full the base needs of life. Due to increase in the electricity charges, oil and gas prices and food items people's purchasing power has come down.

The survey revealed that the HBWWs do not have any contact with the local government and NGOs providing financial support, technical assistants/training and other help. Since they are illiterate and unorganized and even unaware of these institutions therefore do not have any concept and idea of such cooperation. Since the women are illiterate, immobile and not associated with some NGO of local groups therefore do not have any linkage with government institutions including Health Department, Education Department, DCO office, Life Stock and NADRA. Majority of the women were ignorant of their rights to collective bargaining and/or formation of any union or association. Almost all of them are totally unaware of Social Security, Employment Old Age Benefit, Workers Welfare Fund and Group Insurance etc. They simply stated that they do not have any knowledge of any of the Labor Laws.

The majority of women are unaware of marketing trends and other information price, quality and quantity available in the market. They even do not have the feedback about their own products as at what price those were sold in the market or to the customers directly. During last two/three years we have seen a increasing trend of prices in moveable and immoveable properties, durable goods, consumable and perishable food items but the prices of the products these home-based working women are producing and the wages they earn have not increased correspondently As a result more than 70% of women could not improved their income which untimely, due to increase the inflation rate, became poorer form poor.

Preponderance of the women workers involved in the different activities expressed their interest to learn skills to enhance their capacities; form groups so that they can collectively bargain for the rates and for their rights. Further they desired to get trainings and link up with micro finance, to earn more money so that they can help and support their families in improvement of their socio economic status.

Background of Study:

Status of Home-Based Working Women in Pakistan

The home-based working women living in almost every low-income and high family brackets urban locality in the country, as well as in remote rural areas, are amongst the most exploited group of workers today.

They constitute a major segment of labor deployment in the informal sector of the economy. A large number of these worker producers live and work in on margin of survival conditions and do a variety of jobs for industries, traders, markets and general/individual consumption. As a workforce, home-based workers have remained largely invisible.

The International Labor Organization (ILO) has adopted Convention No.177 for Home Based Workers – which calls upon the member Countries to 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.

To promote decent work opportunities for home-based working women a Baseline Survey with the target group based on group homogeneity, vulnerability / disadvantaged, women-focused and other special needs has been conducted.

Good Thinkers Organization in single handedly conducted this Baseline Survey on home based working women. The purpose of the survey was to identify the problems of the HBWWs of 11 urban Union Council and three rural, of District Kasur. On the basis if the identification of the target group homogeneity, vulnerability / disadvantaged, women-focused and other special needs; to create awareness for the beneficiaries on legal rights and health issues, provide linkages with trade unions for collective bargaining; increasing their skills and productivity; and strengthening their member based organization, this survey provided vital information.

Homework is often associated with low pay, especially among home workers engaged in manual work. Compounding their often low wages is the fact that home workers have to pay for many of the non-wage costs of production: notably, the overhead costs of space, utilities, and equipment. Another reason for concern is that women are over-represented among home-based workers, especially among home workers engaged in manual work. Available evidence from around the world suggests the following common patterns: women are more likely than men to work mainly at home; women are more likely than men to work at home in manual activities; and among home workers women are far more likely than men to be engaged in low-paid manual work. The available evidence also suggests that women home workers in manual jobs are among the lowest paid workers in the world.

Aims and Objectives of the Baseline Assessment

The purpose of the survey was to identify the problems of the HBWWs of 11 Urban Union Council and three Rural, District Kasur. On the basis of the identification of the target group homogeneity, vulnerability / disadvantaged, women-focused and other special needs;

- 1) Identify the special women focused needs of target group
- 2) Their working conditions and environment
- 3) Work practices, Wage system and Product-line of the target group
- 4) Their present Socio-economic status

On The Basis Of The Key Finding Develop A Strategy In Order To:

- To promote decent work opportunities for the informal / home-based workers
- To create awareness for the beneficiaries on legal rights and health issues,
- To provide linkages with trade unions for collective bargaining;
- Increasing their skills and productivity;
- Advocate with employers/contractors for provision of minimum wages for HBWW's
- Link selected target group with local skill providers (public and private sectors) for better productivity and skills diversification
- Organize/facilitate business diversification training for selected target group in line with market demand and linkages with support mechanisms to improve their business activities
- Link HBWW's/selected target group with Microfinance providers
- Establish social protection to workers and their families through innovative mechanisms in collaboration with Ministry of Labor and Manpower/constituents and strengthening their member based organization.

Indicators

1. Selection made of target group based on group homogeneity, vulnerability /disadvantaged, women-focused and other special needs.
2. Awareness raising for target beneficiaries and employers/contractors on legal rights and options available under national and international laws for the selected target group.
3. Awareness raising on “Occupational Safety & Health” for improving workplace environment and adhering to minimum age for work for the selected target group.
4. Link target group with local Trade Unions for training on organization & collective bargaining without compromising individual productivity.
5. Advocate with employers/contractors for provision of minimum wages for HBWW’s.
6. Link selected target group with local skill providers (public and private sectors) for better productivity and skills diversification.
7. Organize/facilitate business diversification training for selected target group in line with market demand and linkages with support mechanisms to improve their business activities.
8. Link HBWW’s/selected target group with Microfinance providers.
9. Improve HBWW’s representation through establishing/strengthening their Member-Based Organizations
10. Promote/advocate for/establish Social Protection to workers and their families through innovative mechanisms in collaboration with Ministry of Labor and Manpower/constituents

RESEARCH AND ANALYSIS STRATEGY

Pre-testing Survey

The pre-testing survey was conducted on March 29, 2013. The questionnaire /survey form was developed keeping in view the indicators of the project and to dig out the major and pertinent issues of the target group of District Kasur.

The group of 12 HBWWs was gathered at one place and HNP team in a one to one contact filled the survey forms. HBWWs were asked questions about their age, problems, working conditions, facilities that they have, mode of income etc, already designed questionnaire. Thus the information about their issues was collected. The following results came out that lead to the change in the strategy for the need assessment survey.

- It was noted that the HBWWs were having the influence of their co-worker/HBWW’s while giving the answer to the question thus the same answers were given by most of the HBWW’s
- More issues were identified after the general discussion. Therefore questions were added in the questionnaire after the pre-testing survey.

- Specific questions about health condition, working condition, home environment income, education and the specific need for training were added in the questionnaire.

Base Line Survey

The baseline survey was conducted in April, 2013.

Venue: The HBWWs were visited door to door in 11 urban UC's and Three Rural UC's of District Kasur

No. of beneficiaries: 140

Nature of participants: Home Based Working Women's

HNP Team: Sumeria Rasheed, Fouzia Naz, Zobia Kareem

Facilitation & Support: Mr. Waqas Abid CEO GTO - Kasur

Coordination by: MEAL Manager Mr. Sarfraz Ahmad (GTO Kasur)

Associate: Mr. Humayun Aslam (MEAL Associate-GTO Kasur)

Professional: Mr. Saif Ullah (MEAL Professional-GTO Kasur)

Criteria for Target Beneficiaries

- a. Group of 10 Home-Based Working Women was selected – living within the same geographical limits where they can access each other easily
- b. The group had following commonalities, vis-à-vis
 - a. Work practices
 - b. Wage system
 - c. Socio-economic status
 - d. Product-line

Strategy for Conducting the Survey

A complete set of instructions to conduct the survey consisting of holding Focus Group Discussion and Individual Interviews with at least 140 home-based working women was designed and discussed by the HNP. The already identified group of HBWWs was invited for the FGD on 16th April, 2013 and then individual forms were filled reaching out to women door to door. These women were from 11 urban UC's and Three Rural UC'S of District Kasur are producing the following product in a position of self-employed:

- Peeling of dry fruits
- Winding Rope
- Embroidery work
- Ada work
- Shoe making
- Unstitching of old woolen clothes
- Stitching of clothes

- Kaleen Making
- Parlor

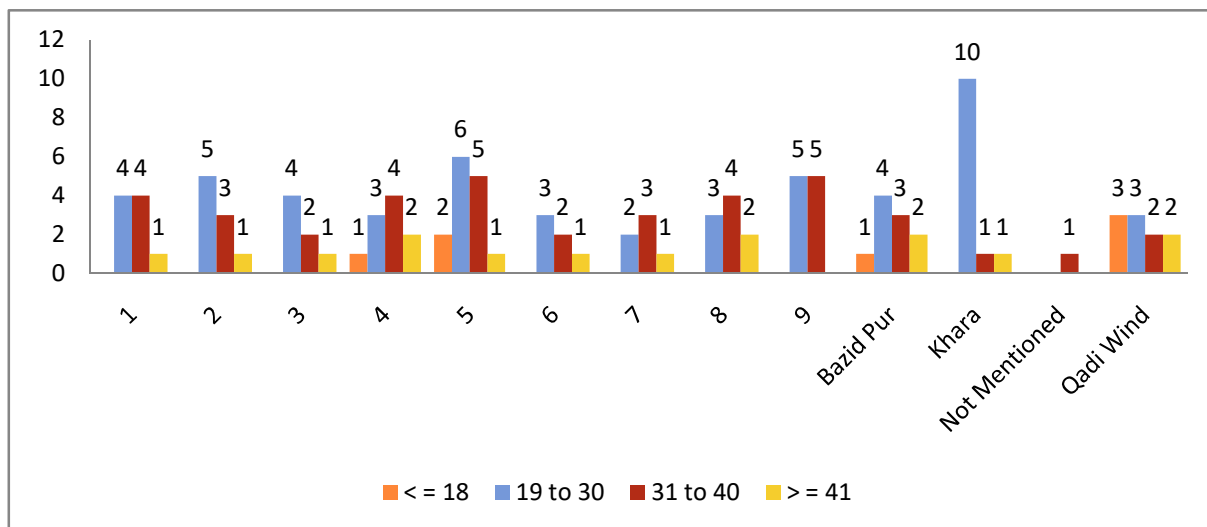
These women were in the age group of 10-70 mostly illiterate and married. Some of them were students who were doing this work along with their regular study in school and college. The family size was between 6-12 members living together share one kitchen. The women workers work for 8-12 hours a day mostly seven days a week. Their average monthly income is between Rs.1000 to 6000

DATA ANALYSIS AND REPORT

Respondents Profile

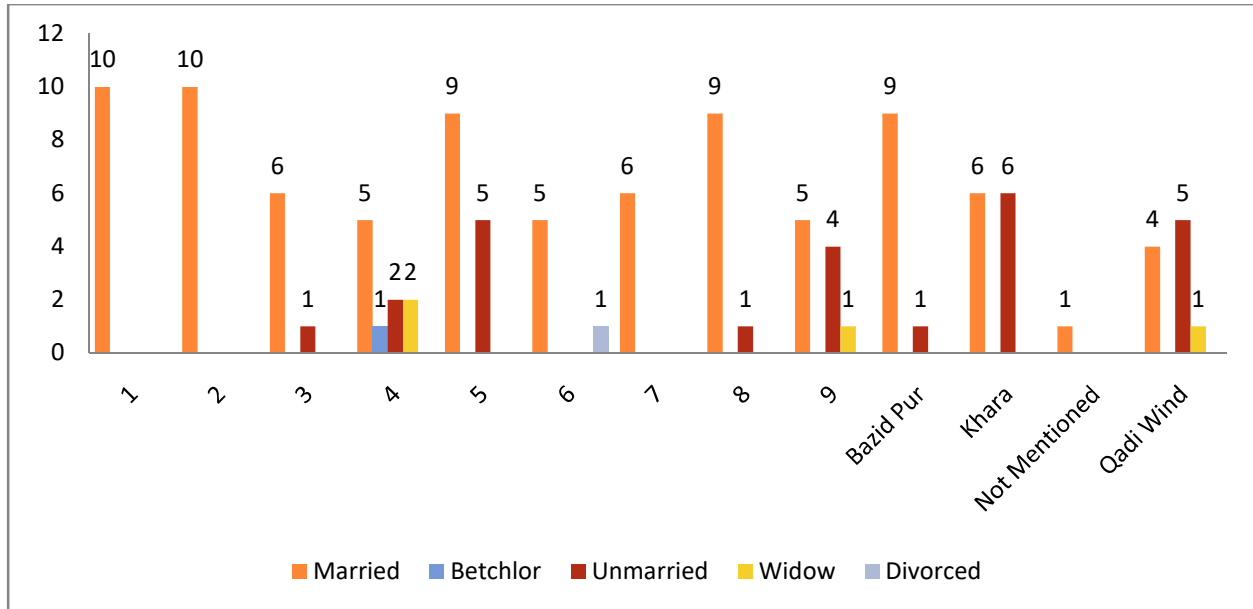
This section of the questionnaire was meant for the respondent’s personal data. It includes the respondent’s age, marital status, literacy rate, Possession of CNIC, family size, there status of living, violation against women etc. and about their professional training.

Age wise distribution of HBWW



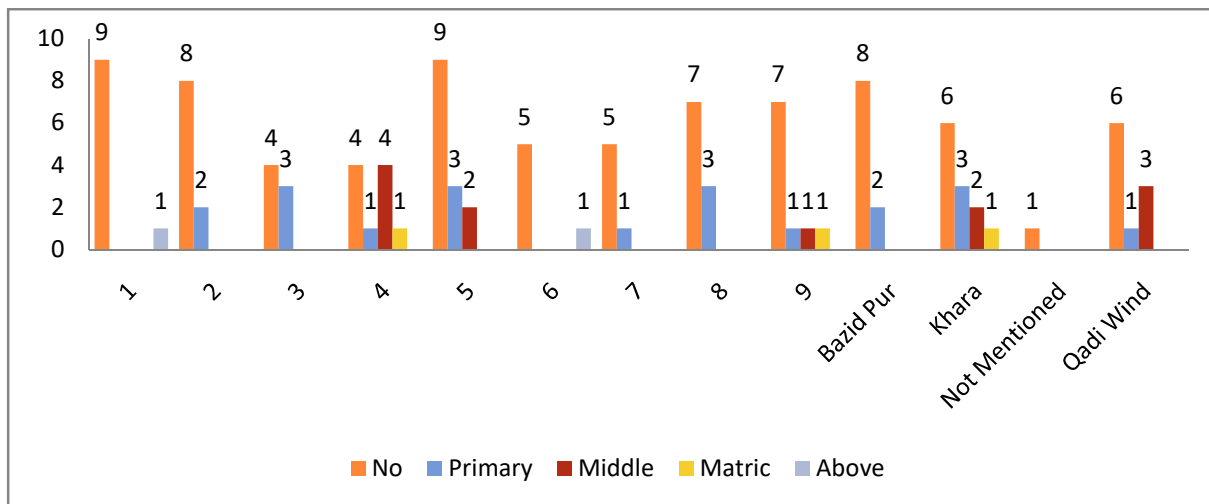
As the chart above shows, most of HBWW are of age between 19 to 30 years. Out of 117 HBWW, 48 (41 %) are between age 19 to 30 years. Only 7 (6 %) women are equal to or less than 18 years of age. 35 (30 %) are between ages 31 to 40 years. While only 14 women (11 %) are equal to or more than 40 years. So, the maximum HBWW are those women who are between ages 19 to 30 years. Majority of Home Based Working Women are young ladies.

Marital Status of Working Women



As the chart above shows, there are 72.6 % (85 women out of 117) are married. Only one woman out of the sample 117 is bachelor. Only 25 women are unmarried while only four are widows. Only one is divorced. It means that majority of the Home Based working women is married. More than half of these women are married which shows that these women have work in order to support family income

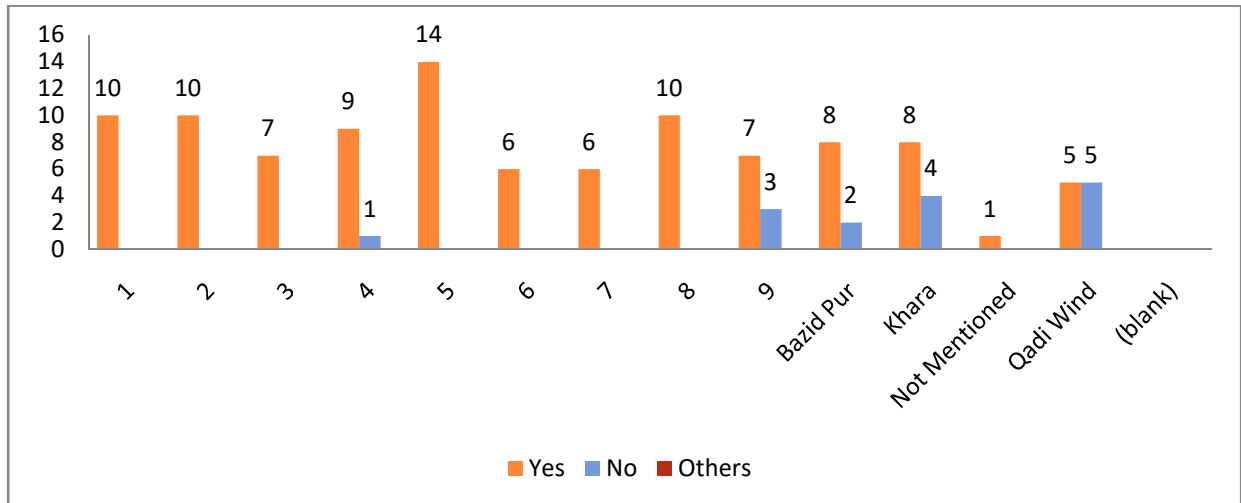
Education wise distribution of HBWW



According to the chart shown above, majority of HBWW have not got primary education. Out of 117 sample respondents, 78 (66.66 %) women didn't completed primary schooling. Only 20 women (17 %) have passed primary schooling and 12 women (10.25 %) have got education up to middle level. Only three out of 117 (2.56 %) respondents have got education to matriculation level. While only two respondents (1.7 %) have education above matriculation level. So a huge

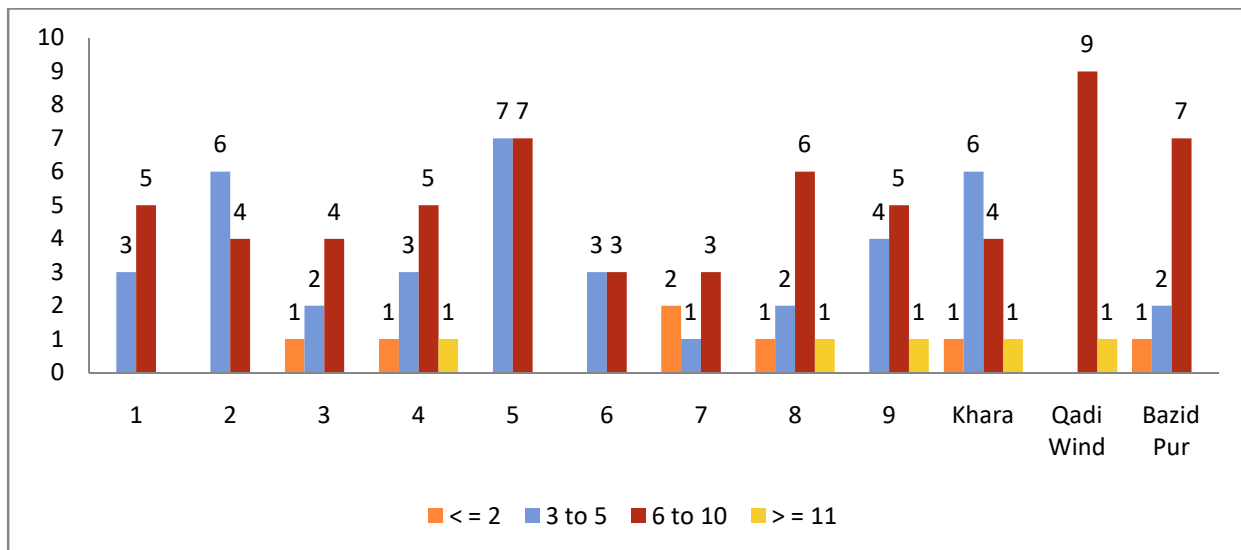
proportion of HBWW is uneducated. They are not primary pass and perhaps most of them even cannot write their names.

Possession of Computerized National Identity Cards



As the chart shows, 102 respondents out of total 117 (87.2 %) have their Computerized National Identity Cards. While only 15 women (12.8 %) do not have Computerized National Identity Cards. Comparing urban and rural respondents, we find that out of 83 total urban respondents only four respondents said they do not possess national identity cards. Other 79 respondents (95.2 %) have their national identity cards. While out of total 32 rural respondents, 22 respondents (68.75 %) have possessed national identity cards while remaining 10 respondents do not have national identity card

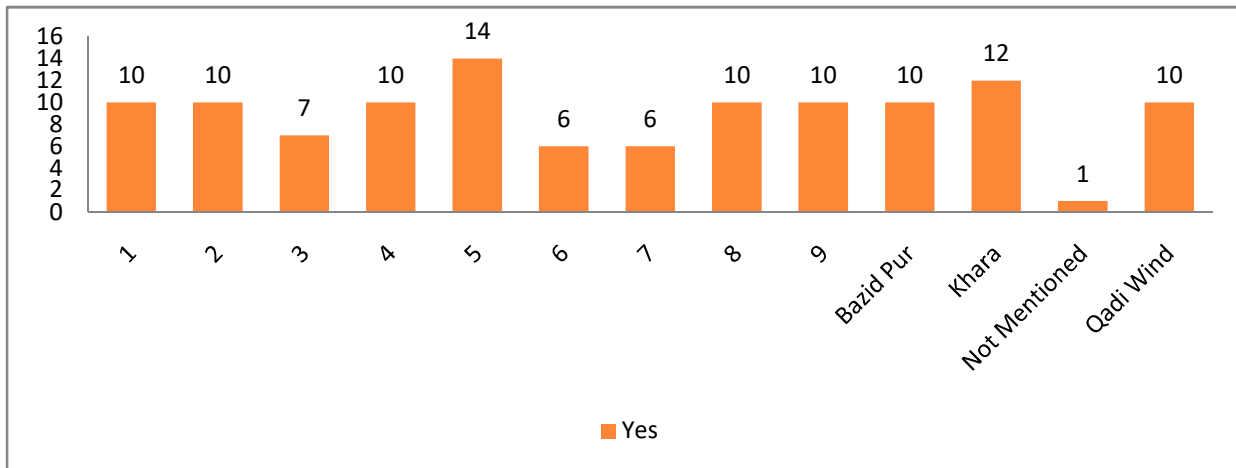
Family size of HBWW



As the chart above shows, out of total 113 respondents who gave response against the question about their family size only seven (6.2 %) have family size equal to or less than two members of

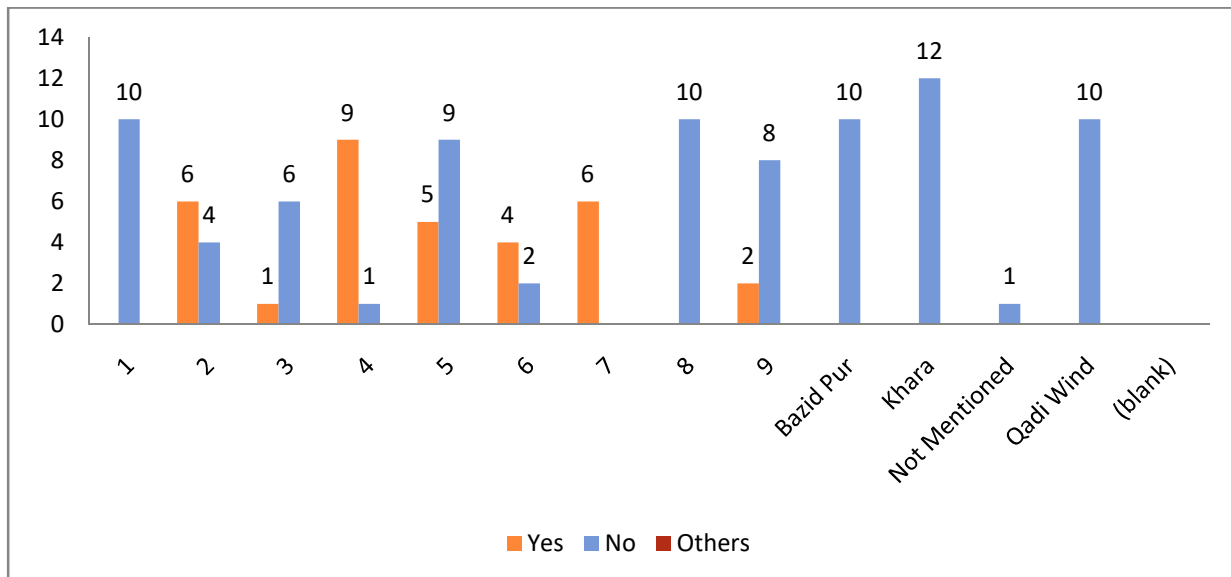
family. 39 respondents (34.5 %) have family size of 3 to 5 members in family. Majority of the respondents, 59 (52.2 %) have 6 to 10 members in their family. There are only five (4.42 %) respondents with equal to or more than 11 family members. So majority have family size of 6 to 10 members.

Status of availability of Electricity



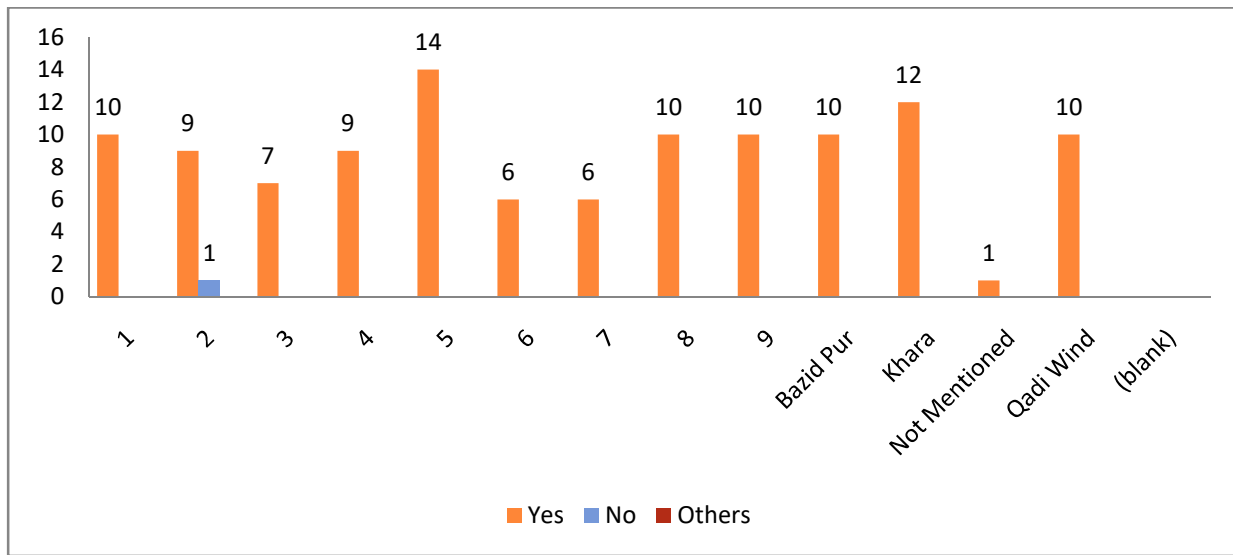
As the chart shows, the electricity is available in all the HBWW homes. All 116 respondents have electricity connection in their work places.

Status of availability of Sui Gas



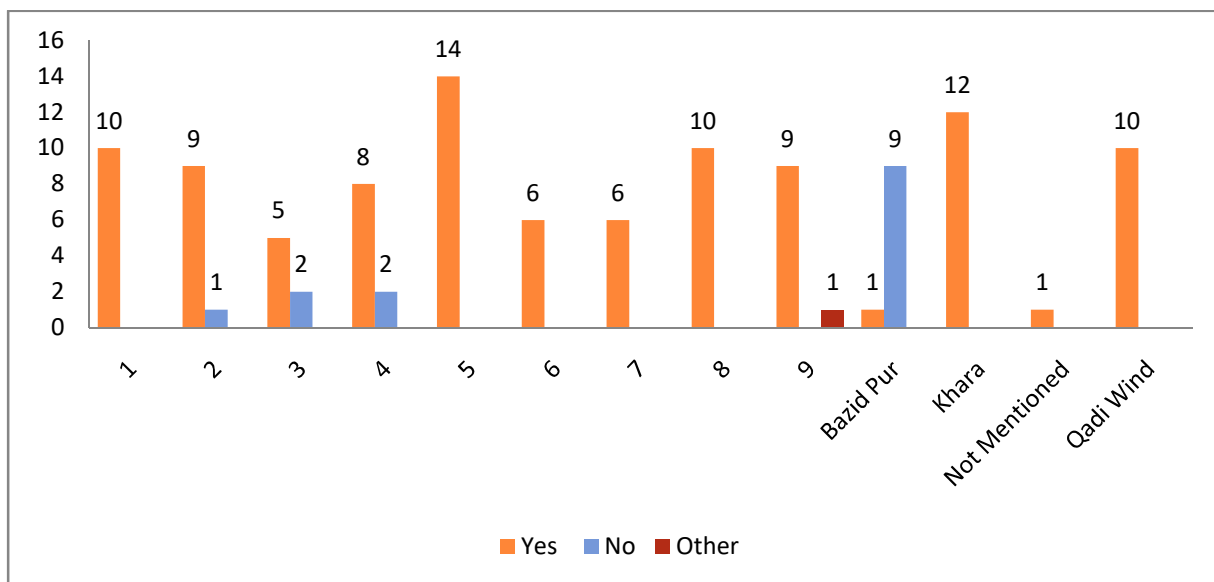
There are 33 respondents (28.44 %) who have facility of Sui Gas. The other 83 (71.66 %) respondents do not have Sui Gas facility. Two urban Union Councils (UC No. 1 & UC No. 8) and all rural Union Councils have no provision of Sui Gas connections. In rural areas, as compared to urban areas, there is no Sui Gas supply and these women have no access to it.

Status of Provision of Water to HBWW



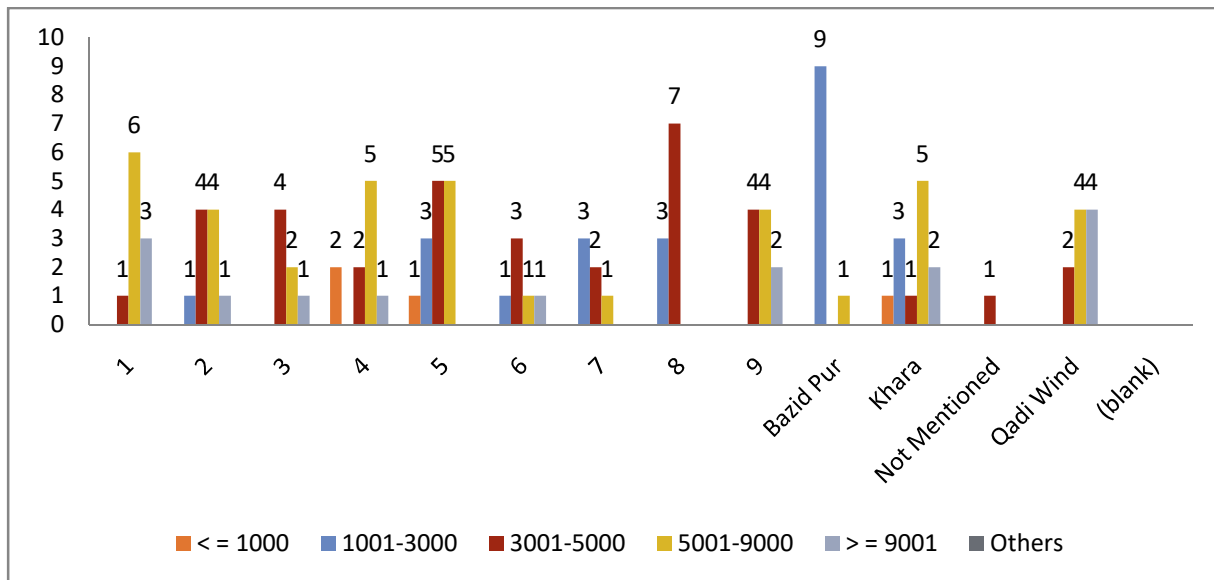
There is only one household who has no water facility out of 115 respondents who gave response to this question. All remaining 114 respondents (99.1 %) have facility of water in their homes.

Status of Sewerage System of HBWW



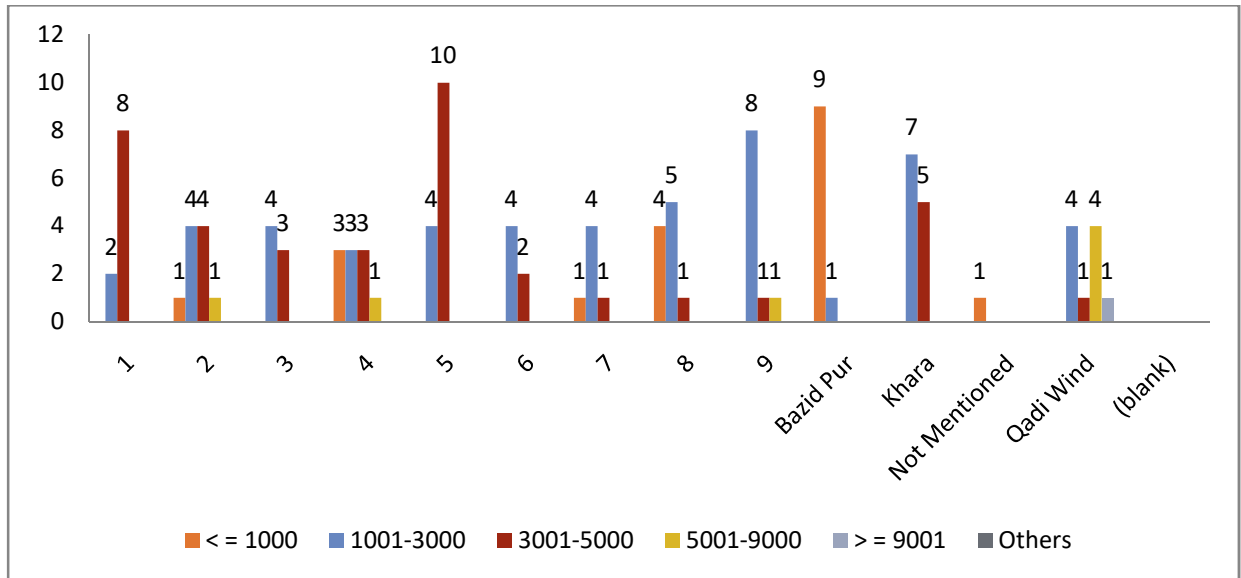
As the chart shows, the majority of the respondents have proper sewerage system. Out of 115 total respondents, 101 respondents (87.82 %) have sewerage system while 14 respondents (12.18 %) respondents do not have sewerage system. Union council Bazid Pur is the the rural area with majority of the respondents having no proper sewerage system.

Overall Monthly Income of HBWW



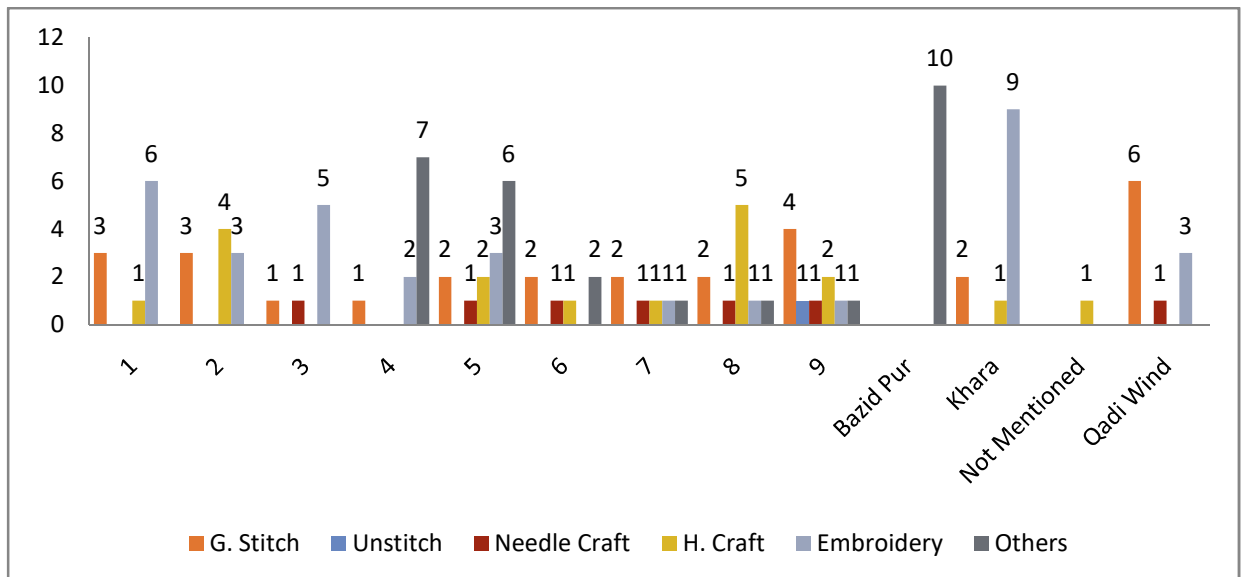
As the chart above shows, only four (3.44 %) out of 116 respondents have monthly family income less than or equal to 1000 rupees per month. Twenty three respondents (19.82 %) are those with monthly family income between rupees 1001 to 3000 per month. Thirty Six (31 %) respondents have monthly family income between rupees 3001 to 5000. The major figure, 38 respondents (32.75 %) have overall family income rupees 5001 to 9000 per month. Only 15 respondents are those with equal to more or than 9001 rupees per month family income.

Status of Income from HBW



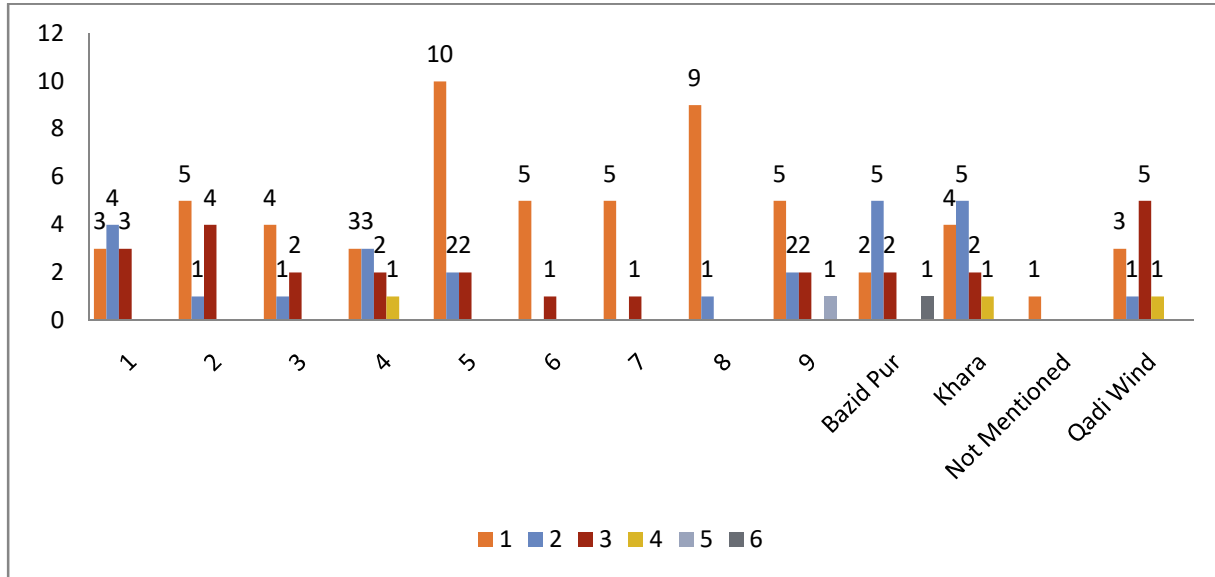
Out of total 116 respondents for this question, 19 respondents (16.38 %) are those who earn rupees equal to or less than 1000 month. The number of those who earn rupees from 1001 to 3000 is 50 (43.1 %) which indicates that the majority of the respondents earn 1001 to 3000 rupees per month. Thirty nine respondents (33.62 %) earn rupees 3001 to 5000 per month. Only seven respondents are those who earn rupees 5001 to 9000 per month. And there is only one respondent who earn rupees equal to or more than 9000 per month. So the majority of the respondents earn rupees 1001 to rupees 3000 per month.

Type of House Base Working Women



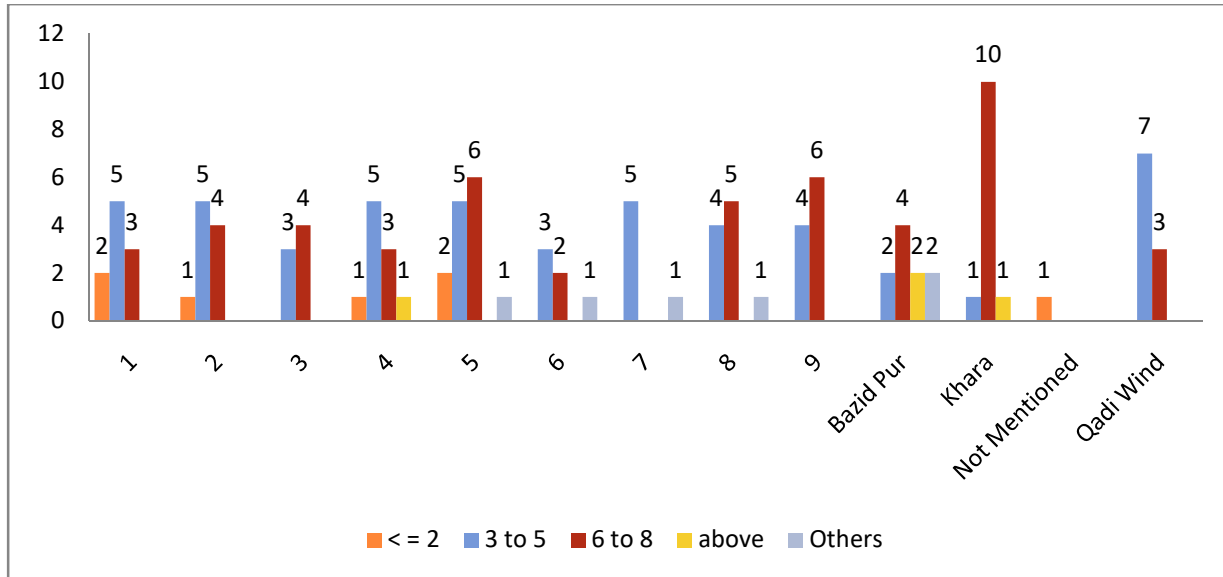
According to the chart above, 28 respondents (24.14 %) out of total 116 are associated with garments stitching. Only one respondent is associated with unstitching. Seven respondents (6 %) are doing needle work. Eighteen respondents (15.5 %) are making handicrafts. And 34 respondents (29.31 %) are doing embroidery work. Twenty eight (24.13%) respondents are engaged in other type of HBW like chikh making and hand and electric spinning.

Family Members Engaged in HBW



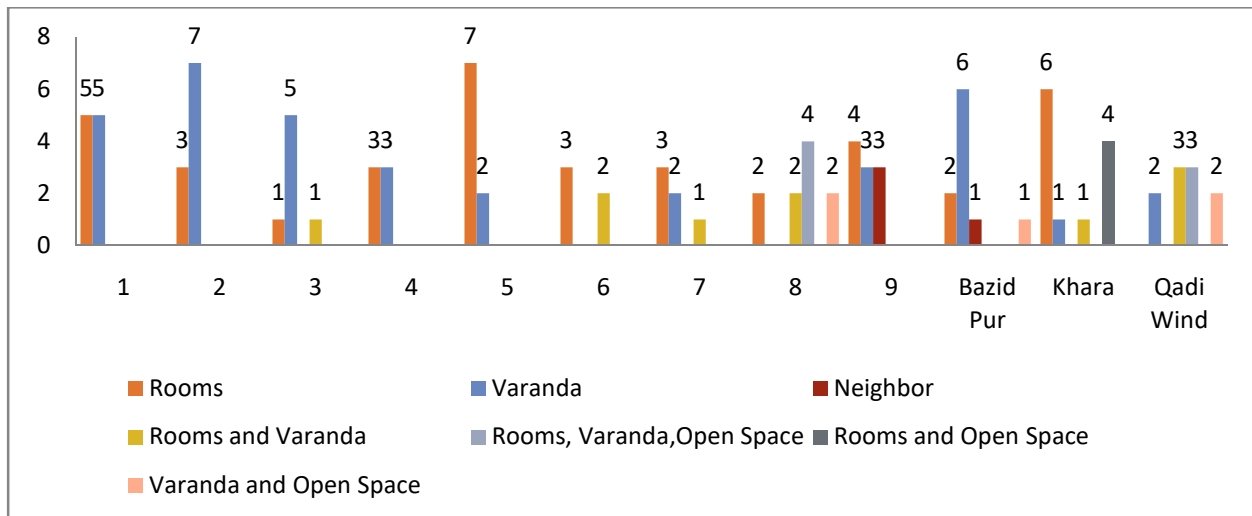
As the chart shows, there are 59 respondents (51.30 %) who responded that only one member of their families have been engaged in HBW. Twenty five respondents (21.74 %) have two family members engaged in HBW. The number of those respondents who have three family members engaged in HBW is 26 (22.60 %). Only four respondents have 4 family members engaged in HBW and there are only one respondent who has 5 family members engaged in HBW. The majority of the respondents have one family member (the respondent herself) engaged in HBW.

Daily Working Hours of HBWW



There are seven respondents (6 %) who work equal to or less than two hours a day. Forty nine respondents (42.24 %) work 3 to 5 hours daily. The number of those who work 6 to 8 hours daily is 50 (43.10 %). And four respondents (6.90 %) work for more than eight hours. And other six respondents work according to work orders. Majority of the respondents works from 6 to 8 hours daily.

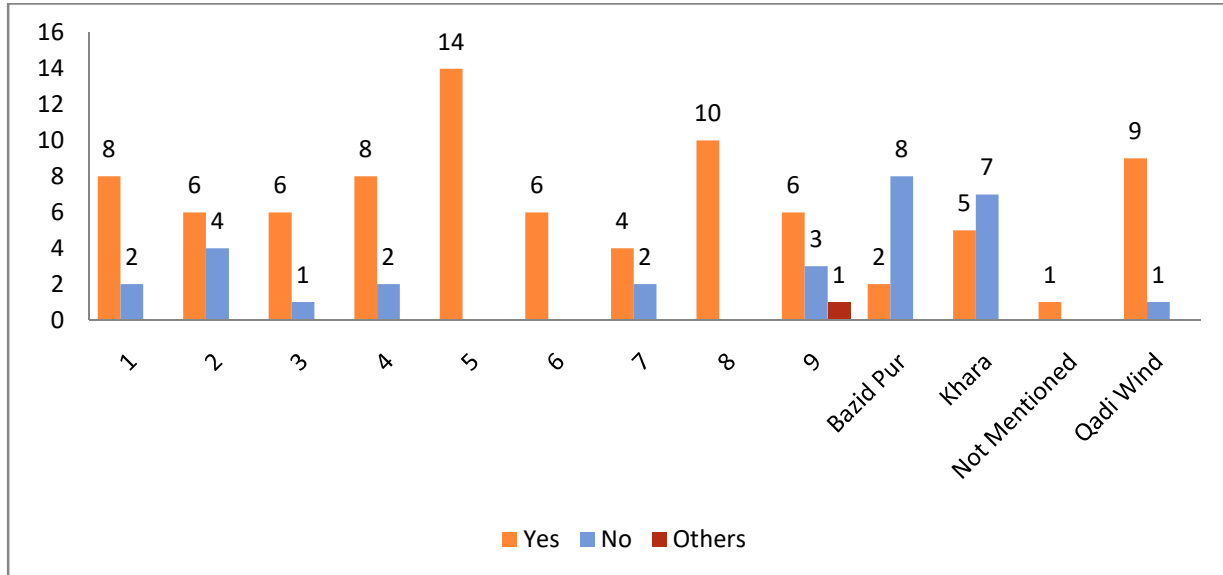
Work Place of HBWW



As the chart indicates, 29 respondents (27.6 %) work in rooms. Thirty six respondents (34.28 %) work in verandas. Only four respondents work in neighbors houses. Ten respondents (9.52 %) work in rooms and verandas. Seven respondents (6.66 %) work in rooms, verandas and open

pace. Four respondents work in rooms and open space and five respondents work in verandas and open space. Majority of the respondents works in verandas.

Sufficiency of Work Place of HBWW



Majority of the respondents feels that their workplace is sufficient and convenient. Out of total 115 respondents for this question, 85 respondents (73.27 %) said that their workplace is sufficient for their work. They are satisfied with their workplace. The other 30 respondents (26.08%) said that their workplace is not sufficient for their work.

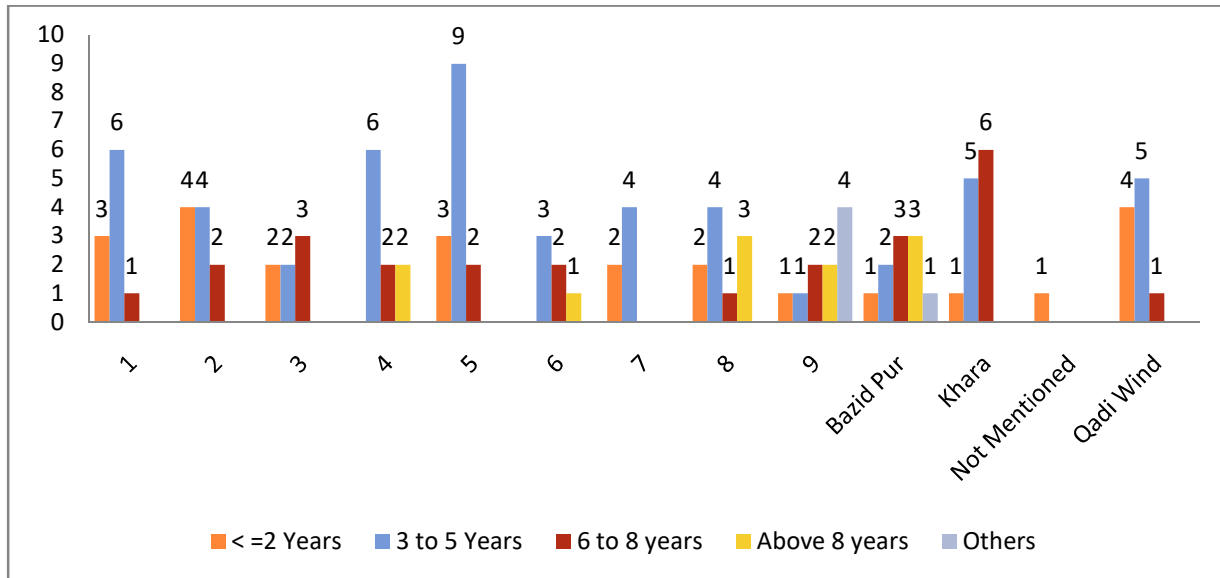
Reasons for Adopting HBW



Majority of the respondents adopted HBW due to poverty. Out of total 116 respondents 108 respondents (93.1 %) declared poverty as a chief reason for adopting HBW. Six respondents

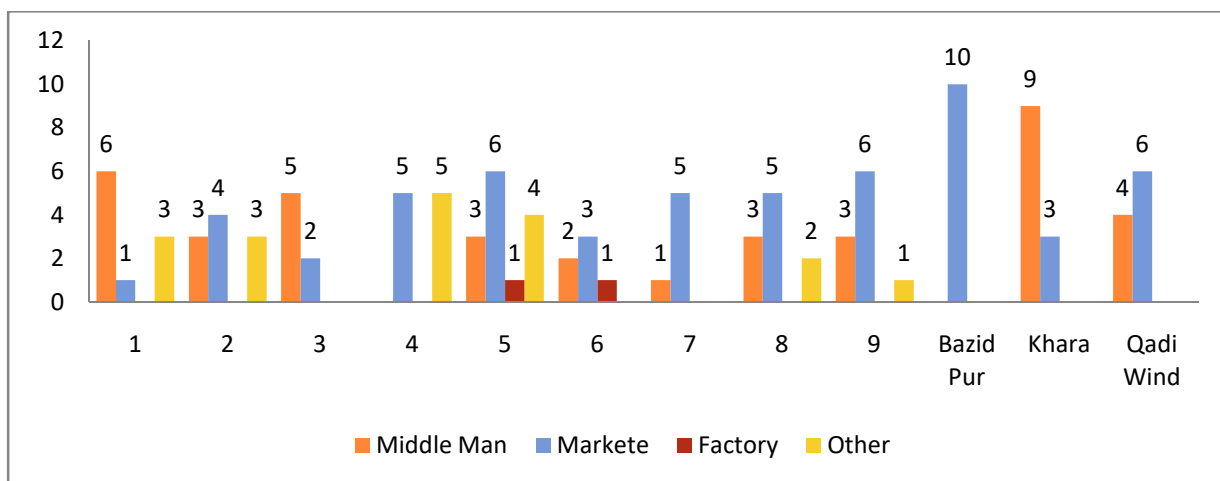
(5.17 %) adopted HBW for the sake of business. And other two respondents adopted HBW due to poverty and for business purpose.

Work Experience of HBWW



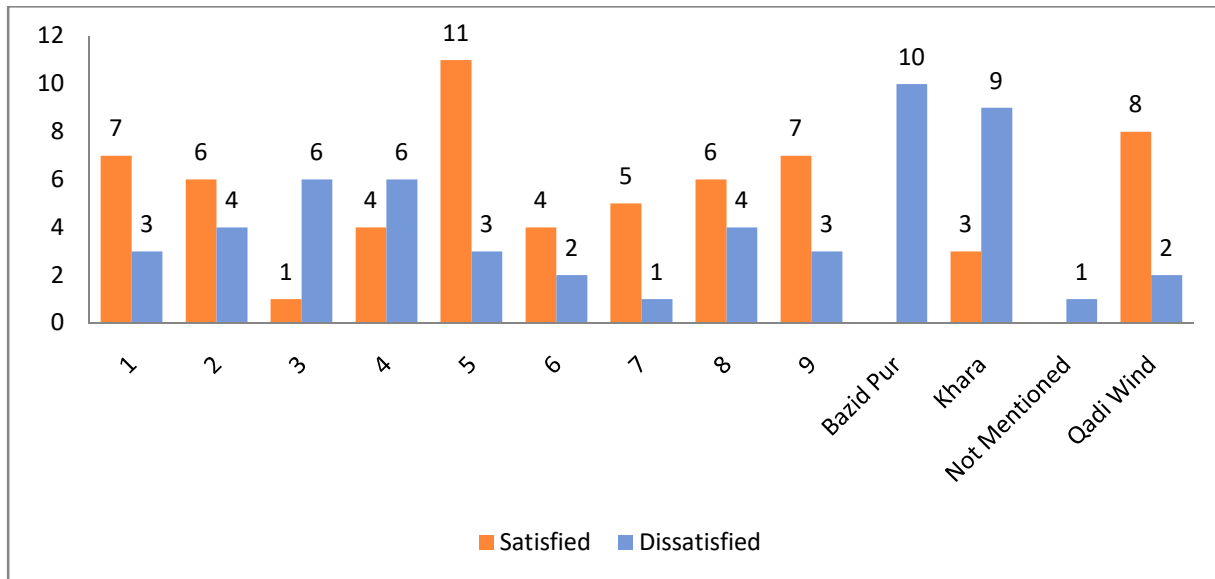
Out of total 116 respondents, 24 respondents have equal to or less than two years of working experience. There are 51 respondents (44 %) who have 3 to 5 years of work experience. Twenty five respondents (21.55 %) have 6 to 8 years of work experience. And only five members have been working for more than eight years. Hence majority is working for 3 to 5 years.

Source of Work for HBWW



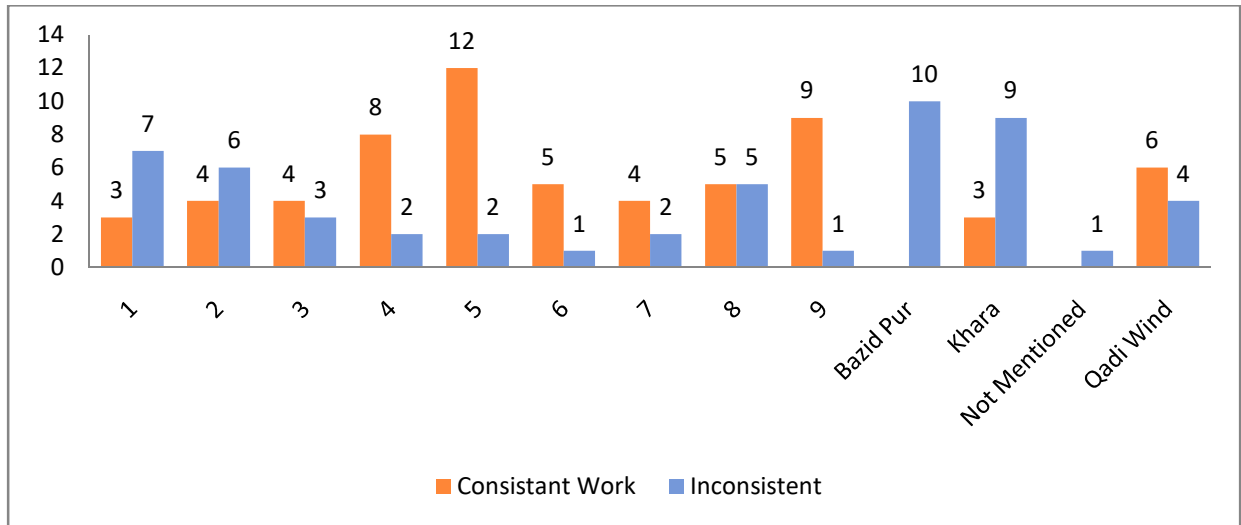
As the chart indicates, 39 respondents (34%) have middle man as a source of work. While majority, 56 respondents (48.27 %) have market as a source of work. They have direct access to market for getting more work orders. Only two respondents have factory as a source of work order. The 18 respondents (15.5 %) have other sources like customers come to them for work orders, and they have their own access to natural free raw material for producing items etc of getting work orders.

Wages Satisfaction of HBWW



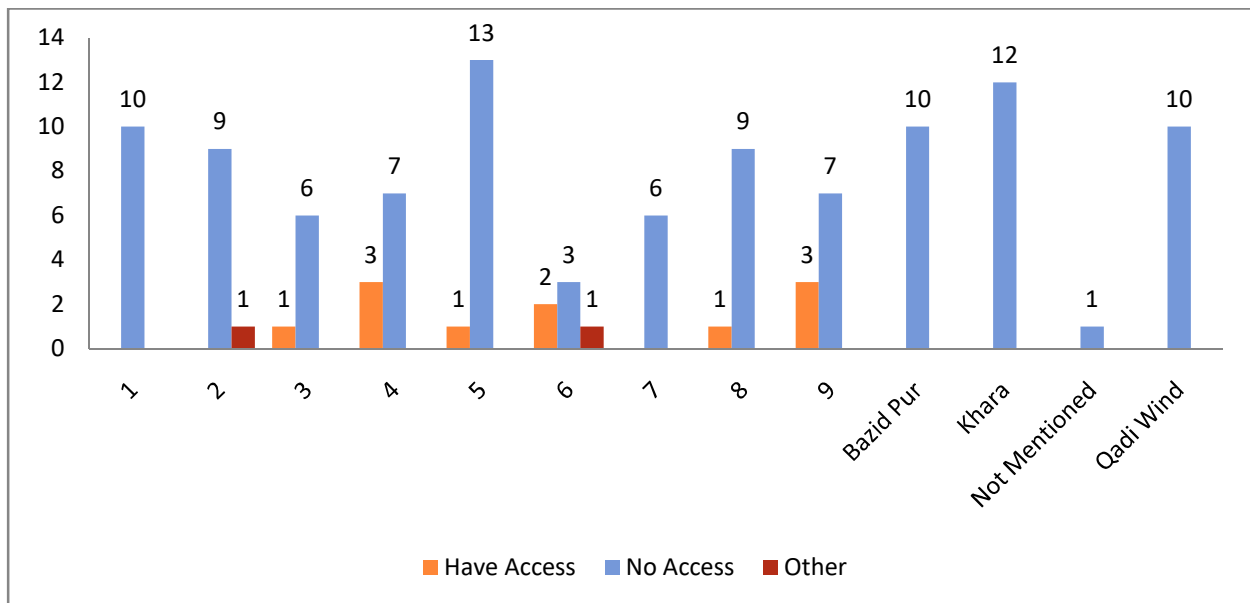
As the chart illustrates, majority of the respondents, 62 respondents out of total 116 respondents (53.44 %), showed satisfaction with wages paid to them for their work. While remaining 54 respondents (46.66 %) showed dissatisfaction with the wages paid to them for their work.

Consistency of work



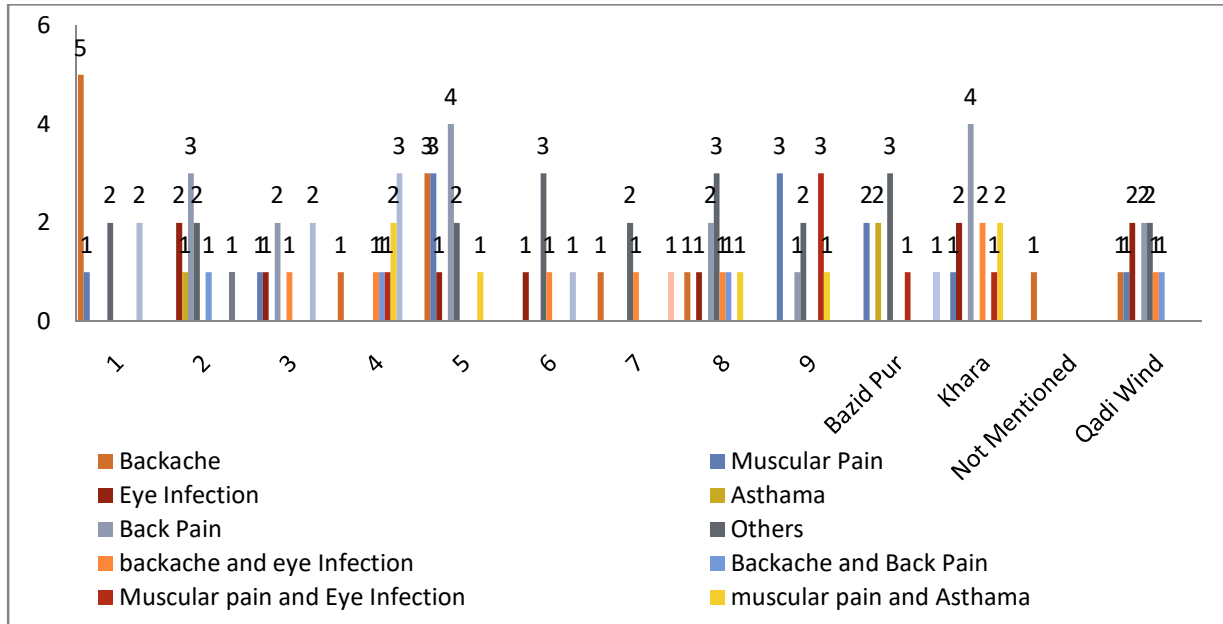
As the chart above illustrates, there are 63 respondents (54.31 %) who have consistent work orders. They get work on regular basis. The other 53 respondents have inconsistent work orders. They are bound to work when they have work orders. When we compare urban respondents with the rural respondents, we find that there is more inconsistency of getting work among rural respondents ; there are only 9 respondents out of total 32 rural respondents who have consistent work orders while majority (71.87 %) have inconsistent work orders.

Access to External Financing



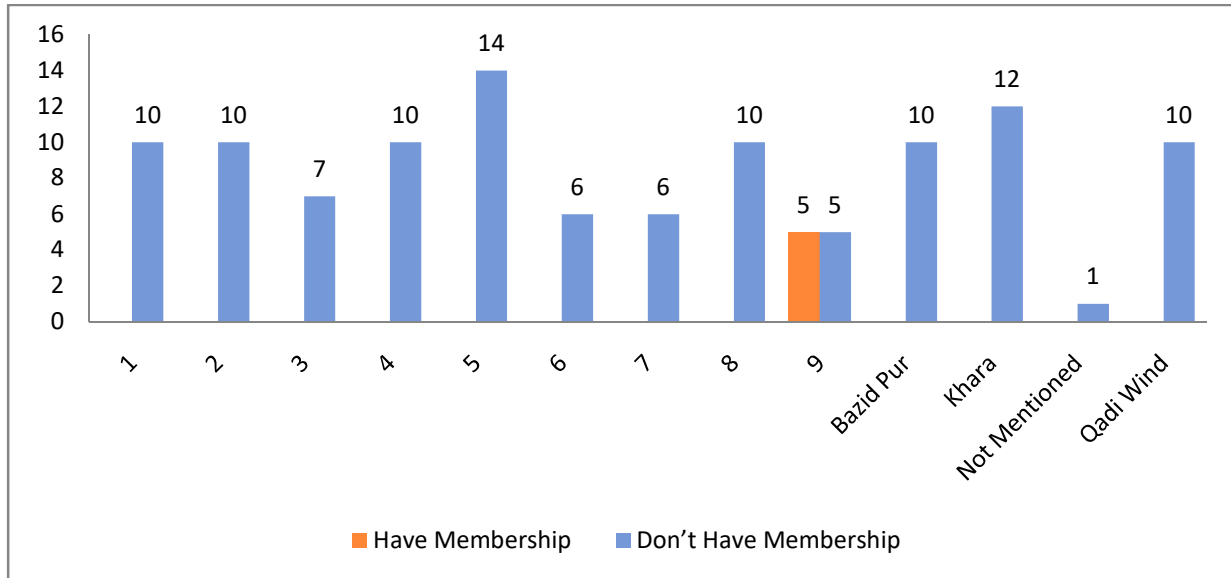
As the chart shows, a small number of respondents, only 11 out of total 116 respondents, have access to external financial assistance like bank loan, microfinance organizations etc. The majority of the respondents (88.8 %) do not have access to external financial assistance.

Diseases Caused by HBW



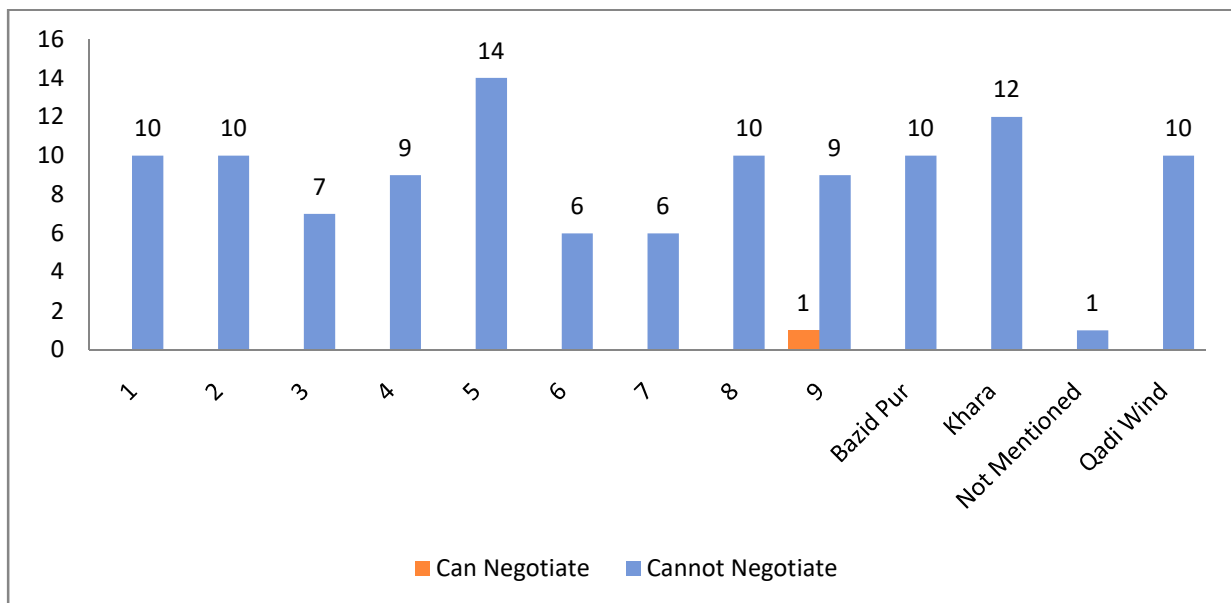
Most of the respondents (18 out of 113 total respondents) suffer from back pain due to HBW. The percentage of those who suffer from muscular pain is 10.61 (12 respondents). 10 respondents (8.85 %) suffer from eye infection. Only three respondents are suffering from asthma due to HBW. The number of those who suffer from backache and eye infection is 8 respondents. Only four respondents have been victim of backache and back pain. Six respondents are suffering from muscular pain and eye infection. Only eight respondents have backache and muscular pain. Only one is suffering from muscular pain, eye infection and asthma. One is suffering from eye infection and back pain. One is suffering from backache and asthma. Over all 34 respondents (30 %) in total are suffering from backache. Eighteen respondents (15.9 %) are suffering from eye infection. 34 respondents (30 %) are suffering from muscular pain in total. Only 23 respondents (20.35) are suffering from back pain. And 21 respondents are suffering from other issue like hands infection, body cuts, eye sight weakness and lungs diseases etc. the maximum proportion is of those who are suffering from muscular pain and backache.

Membership of Any Organization/Forum



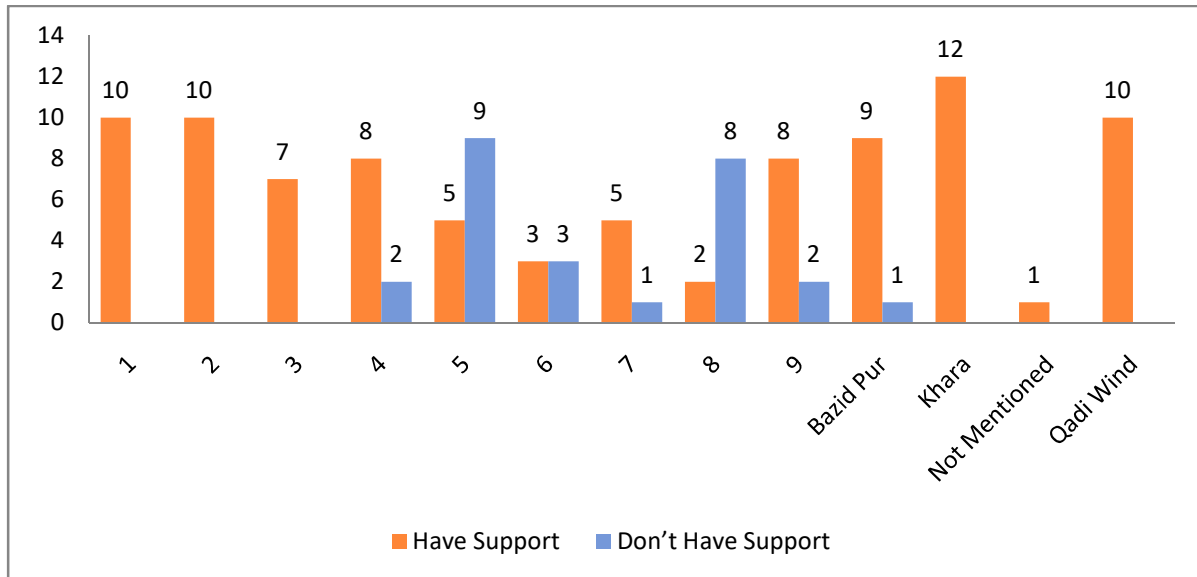
As the chart shows, almost all the respondents have no membership with any concerned organization/Forum which could benefit them in regard with financial and technical assistance and social security services. Only five respondents have membership of organization/Forum and a considerable number of respondents, 111 out of 116 total respondents, do not have membership of any organization. /Forum.

Negotiation with Middle Person



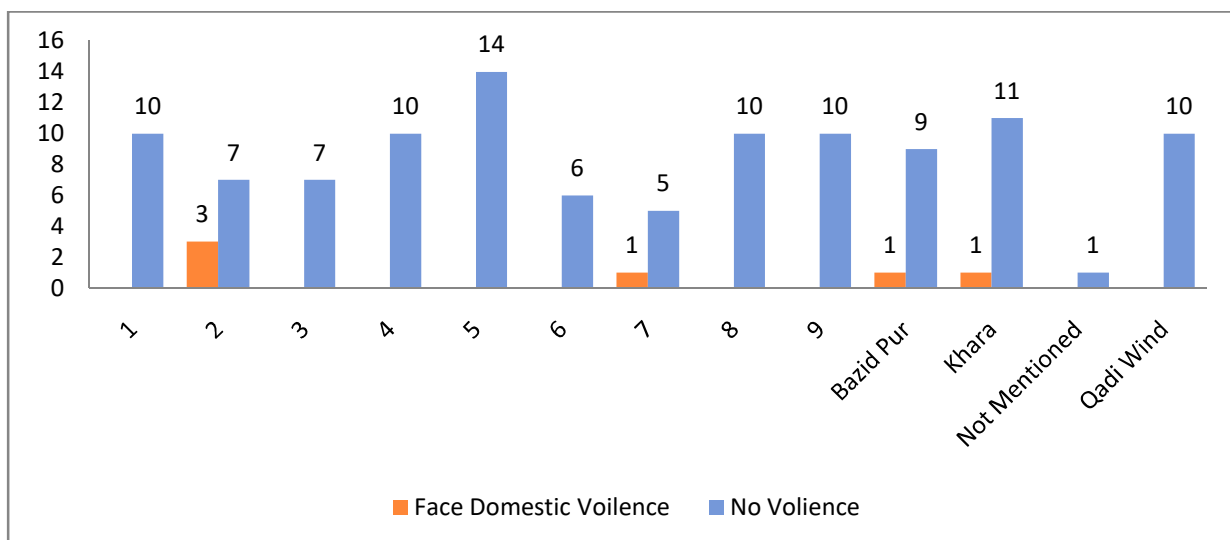
Almost all respondents cannot negotiate with middle man. Only one respondent can negotiate with middle man. All remaining respondents, 115 out of total `116 respondents, (99.1 %) cannot negotiate with middle man on wages increment or work increase etc.

Supports from Husband and Family



Out of total 116 respondents, 90 (77.58 %) have support from their husbands and family members while other 26 respondents do not have support from their husband and family members. There are six urban union councils where respondents have to face unsupportive attitude of their husbands or family members. Rural respondents have support from their husbands and family members.

Domestic Violence



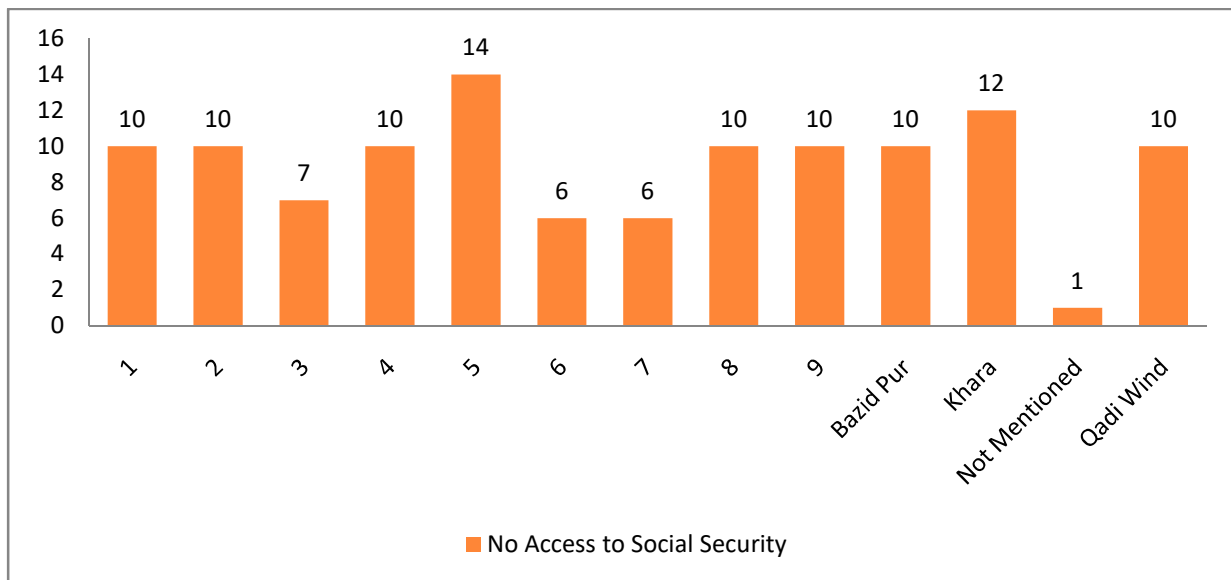
There are a small proportion of the respondents who face domestic violence due to HBW. Only six respondents out of total 116 respondents face domestic violence. The other major part does not face domestic violence. 110 out of total 116 respondents (94.82 %) do not face domestic violence.

Trainings Received for Work



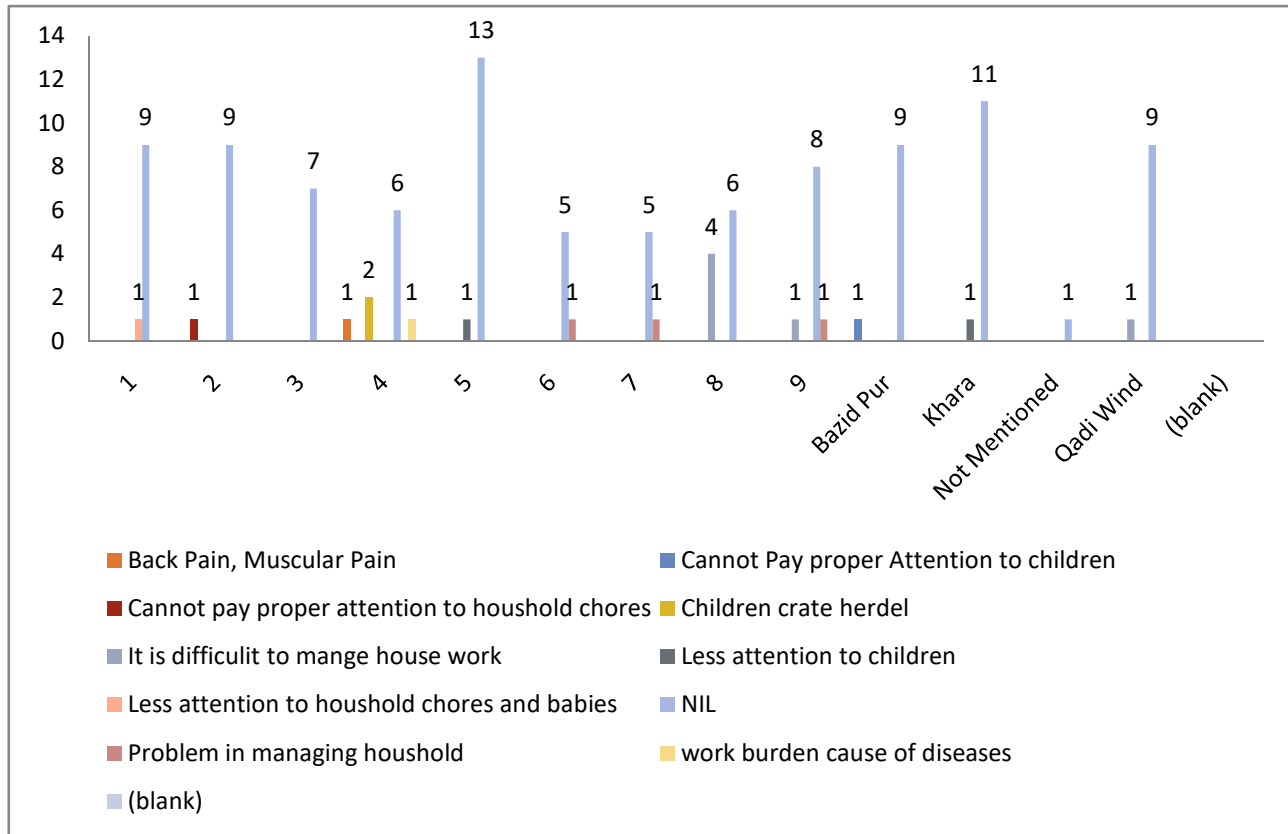
As the chart illustrates, there are only three respondents (2.58 %) who have received professional trainings for their work. Other 113 respondents (97.42 %) have received no professional training for their work. The situation is same among both urban and rural respondents.

Access to Social / Security Protection



No respondent has access to social/security protection. All the respondents (100 %) have no access to these social and security services like social security cards etc.

Issues During Work



Only one respondent said that she faces physical issue like back pain and muscular pain due to the HBW. Two respondents said that she cannot pay proper attention to household chores. Six respondents cannot pay proper attention to her children. Nine respondents said that they cannot manage household due to HBW. Other 98 respondents (84.48 %) have no issues during HBW. So the majority faces no issues due to or during HBW. The situation is same among both urban and rural respondents.

MAIN FINDINGS

The working place of home-based workers is inadequate and shared with other household activities. This contributes to unhygienic and unhealthy working & living environment. There is a very small place to live. There is only one room that serves as their workplace, bed-room, kitchen and wash-room simultaneously. It is very difficult for working women to earn money as home-based worker. Because we have so many other responsible and duties to complete, like preparing food, cleaning of house, washing clothes, taking care of children, entraining guests etc. With these duties we work to supplement family income.

The prices rates of almost all utility items increasing day by day. Like the price of raw material they purchase, the electricity they use, the cost of transportation they pay have increased much, which ultimately affected us much. The load-shedding for hours in villages has very bad affect on the business and the general life of home-based workers. Women workers, working at home are most affected by socio political crisis. They have started giving more time to their work to produce more and more products to meet the gap of profit margin.

The families have reduced their expenses made in past on food, children education and even for health. Some families had to discontinue their children education joined them in their work. The state of health among women is very bad. There is no basic health unit especially in the remote area of district Kasur. They would go the city of Kasur for treatment some years back but now due to increase in the fare and treatment cost they cannot afford to get medical aid. They either go to traditional healers or wait for recovery by it-self. The fingers of women and girls in the village are mostly injured and de-shaped due to the work they do. They just use mustard oil, a low-priced way of treatment. No hospital or dispensary in their area.

The majority of home-based women workers told that there is a change in their work life. The prices of raw material have been increased 70% to 100%. That also increases the price of our product. As a result the demand of our products decreased a lot. Now we are receiving much less in return of our efforts, some time we have to sell at cost rate or we store it for the time when the prices of our products may go high. The women have to work for a longer time. Due to increase in the electricity charges, oil and gas prices and food items people's purchasing power has come down.

Income is less as compared to utilization. Longer and undefined working hours their normal working hours 8 to 12 but at the end they receive almost nothing in the shape of money. As the home of the HBWWs is their work place, and that usually consists of not more than 1 or 2 rooms, and the family members are usually more than 8, this all creates stress and badly affects their health. The monthly earnings range from 1000 to 6000 and role of middle men is crucial and a lot dependency on the middle man or contactor form work. Preference to the female middle person was indicated. The home-based workers are not specialized in any field which also affects them. There is no way or skill which can be utilized for supporting family income. There is no such factory or mill where men or women could work together. However some women show to start their own embroidery & stitching clothes work.

No NGO ever visited these areas and talked to them for their problems. Good Thinkers Organization wish to visit these villages and address the issues. No government support in any

kind is available to the home-based working women. They are not associated and introduced to any of organizations to support their work. These workers need to be recognized as laborers under government labor laws, health and loan facilities should be given, their trade should be protected and better marketing facilities be arranged for them. Lack of awareness on basic legal and labor rights. None of the HBWWs are aware of the legal and basic fundamental rights including labor rights. The cluster of HBWWs reported to have no information regarding Government facilitation and the role of the local government and other government machineries already working in the district.

The HBWWs have so far not received any training to improve their work and strengthen their capacity. They need capacity building trainings to create innovation in their work, in the present condition they cannot generate more income. Sense of insecurity is increasing day by day within the HBWWs families. Some of the HBWWs are facing some other issues like insecurity within household from their immediate relations. Violence and especially domestic violence is crucial problem. Majority of the male members do not work and stay at home and women are nourishing the whole family.

In order to reach out to the social security benefits they need National ID cards which are missing. Only 7 out of 40 HBWs had ID cards, 33 do not have ID cards. The majority of the target group of HBWs is not interested to continue their cane /blind work due to low wages. They are not satisfied with the production and working 19 conditions. HBWs have no other opportunity to earn money so they are bound to continue. There are no defined working hours. The group is not organized in the form of Community/association. Lack of proper linkages with the line department and local CSO networks observed.

CONCLUSION AND RECOMMENDATIONS

Informal workers, particularly women home-based working women, tend to occupy the bottom of the global economic pyramid, with less protection and flexibility than their formal counterparts. Informal firms and wage workers, in times of economic trouble, have no cushion to fall back on and have no option but to keep operating or working. In addition, as more workers crowd into the informal economy, the net result is more-and-more firms or individuals competing for smaller-and-smaller slivers of a shrinking (informal) pie. Unemployment, in this instance, is eclipsed as an issue by increasing impoverishment - the working poor becoming poorer.

In brief, the home based working women, a major segment of the informal sector due to the present country scenario are the most vulnerable sector of the informal sector. Informal wage workers face loss of jobs or further in formalization of their contracts. The informal self-employed and HBWWs face decreased demand, falling prices, and fluctuations in exchange rates, interest rates, and prices. The informal workforce, as a whole, faces increased competition from the new entrants into the informal economy and has no cushion to fall back on.

The home-based women workers of different areas of Kasur are living in almost every low income in urban locality in the country, as well as in remote rural areas, are amongst the most exploited group of workers. They constitute a major segment of labour deployment in the informal sector of the economy. Bulk of these worker producers live and work in 'on-the margin' survival conditions and do a variety of jobs for industry and trade, ranging from sewing garments, assembling electronic components to simple jobs of sorting, packaging and labeling goods. As a workforce, home based working women have remained largely invisible with no recognition as a labor. As a workforce, home-based workers have remained largely invisible with no recognition as a labor and so many other facilities. In addition, in many situations they are vulnerable to fire, theft and both natural and civil disaster. The continuous changing socio political and economic scenes in the country are major threats and impediments in the economic growth of the HBWWs. There is a direct link between increased female labour participation and growth. It is estimated that if women's paid employment rates were raised to the same level as men's country the present conditions of the group working in the sector and areas could prove fruitful results. Majority of the women are involved in the production and playing a major contribution in the workforce and most of them are working for more than 10 hours per day making 70 hours per week along with other household chores and their contribution as compared to men who give mostly 8 hours of times per day.

In addition to lack of space, many of these homes lack adequate light and other facilities. In addition, in many situations they are vulnerable to fire, theft and both natural and civil and political instability. As many of the workers also have no title to their homes, they may also find themselves literally "out on the street" at the whim of husbands, in-laws, landlords or local governments. The home-based working women are semi specialized in Chiks (cane blinds) making, Embroidery work, shoe making, stitching of clothes, parlor. There is no other work or skill which can be utilized for supporting family income. There is no such a factory or mill where men or women could work. However some women wish to starts their own business.

Recommendations

With regard to the findings of the baseline following recommendations are proposed in general for the informal sector workers and those involved in the home based work:

Informal Sector and Home based Workers:

Out of about two-third non-agriculture worker employed in informal sector, a large number, especially women are engaged in home based works which are not covered by any labour welfare legislation. The Labour Policy aims at gradual extension of coverage of labour welfare laws to this workforce. Advocacy for the implementation of national policy of Home-based Workers working as piece rate and own account workers; and pilot activities for integration of HBWs into main stream.

Social Safety Net:

Institutions responsible for social protection need to be made fully autonomous and effective by restructuring their respective management boards. Policy-making, coordination and monitoring of the functioning of these institutions will be entrusted to these tripartite boards exclusively.

Elimination of Gender Discrimination:

There is a need to improve the role and contribution of women in the labour force and to provide them equal opportunities for employment by introducing the principle of equal pay for work of equal value adopted with the ratification of ILO Convention 100.

Human Resource Development:

There is an urgent need to strengthen programs of workers training and re-skilling in new and multiple trades both nationally and internationally to meet the challenges of globalized economy. The role of Skill Development Councils (already established) shall be strengthened in this context. 22

Occupational Safety and Health:

A law covering all workplaces will be enacted and a National Tripartite Occupational Safety and Health Council will be established to meet the objective of providing adequate safety and ensuring compensation to workers.

Labour Research:

Measures shall be taken to promote research and training activities on most modern lines. This will be achieved by re-organizing the existing research and training institutes.

Women workers:

Minimum and above-minimum wages will be ensured on the basis of equal pay for equal work, and equal pay for work of equal value, as between men and women, in accordance with Pakistan's obligations under ILO Conventions 100 and 111 concerned with equality and non-discrimination respectively.

Health and Safety:

A Tripartite Council on Health and Safety be set-up to identify health and safety hazards for workers of all economic sectors and to make recommendations for safety measures on a continuous basis.

Seasonal Workers:

Govt. will take steps to extend social protection to the seasonal workers who are generally not benefiting from labour welfare laws.

Regulation of Contract Work:

The rights of contract labour will be protected through a written agreement, laying down responsibilities and liabilities of employer and workers. A system of licensing for contractors will be introduced to cover them under labour laws.

Rights of Workers in the Event of Privatization:

The Government shall take appropriate measures to protect the rights of workers in the event of privatization of public sector units.

Registration of Informal workers (HBWWs):

Proper mechanism for Registration of informal sector workers (Home-based) should be devised at local level by District Govt. 23

CHALLENGES

Challenges Faced by Home based Working Women

It is also increasingly evident that women and girls in poor households bear a disproportionately high share of the burden of poverty. Their greater deprivation is due to a host of factors, including restricted mobility, lack of education and training, lower access to or ownership of resources and assets, and limited access to credit and social services. As a result of this Pakistani women have limited participation in decision-making in all spheres of life from family to state. This is however, a vicious circle, as this state of affairs also persists because women have no say in decisions affecting their economic and social status in society.

The home based working women have specialized in some specified areas only. There is no other work or skill which can be utilized for supporting family income. There is no factory or mill nearby their residence/village where men or women could work. However some women have started embroidery work and some men are selling vegetable and doing labour work. Following are the production challenges and hazards:

Production Challenges

- Lack of modern tools and equipment
- Dependency on middle man for raw material and sale of finished products
- Lack of access to mechanisms and micro credit schemes.
- Seasonal and irregular work
- Load shedding of electricity
- High cost of utility items and electricity use

Sometimes due to the irregularity of work and extensive power failure, the work suffers a lot and few reported to face harassment from the middle man or contractor for completing the task within the giving time slot. There is 100 percent dependency on the middle man for the raw material and sale of finished products which in result ends up low income. Lack of accessibility to new and modern equipment and inaccessibility to the micro credit schemes further aggravates their production problems. Increase in the utility items cost and electricity charges is a constant threat to their livelihood.

Marketing Challenges

There is a great change in the demand of the products they make i.e. Chiks (cane blind) both regular and fancy/decorative. Their products were sold in Quetta and exported to Iran from there. But during but now the demand has gone down. This has happened due to increase in the price of raw material and cost of transportation. The trend of high price in all the commodities has also affected the business.

The prices of raw material have been increased 70% to 100%. That also increases the price of their product. As a result the demand of our products decreased a lot. Now they are receiving much less of our product, some time they have to sell at cost rate or they store it for the time when the prices of our products may go high. The women have to work for a longer time. Due to increase in the electricity charges, oil and gas prices and food items people's purchasing power has come down. Following are the main issues and challenges:

- Lack of access to information
- No written contracts
- Low wages
- Long hours of work

Health Challenges

The state of health among women is in very bad condition. They go the city of Kasur for treatment but now due to increase in the fare and treatment cost they cannot afford to get medical aid. They either go to traditional healers or wait for recovery by it-self. The fingers of women and girls in the village are mostly injured and de-shaped due to the work they do. They just use mustard oil, a low-priced way of treatment. Following are the major issues in this regard:

- Unhygienic working conditions, use of harmful chemicals and risky equipments, being used by the workers.
- Issues of sanitation
- Poor diet
- Lack of health facilities, social protection, social security and insurance

Main Problems Faced by the Home Based Women

During the baseline, home based workers themselves pointed out many problems that are being faced by them during the course of their work. Following are two categories of problems faced by them in production and at community level

Production Problems

- High cost of raw material
- Decrease in demand and difficult to get work/order
- Unhealthy and poor working condition
- Bad affects on health
- Long working hours
- Almost all family members are involved in work

- Although the middle men are a major source of getting work yet it also decreases profitability
- The women are untrained, uneducated and unskilled
- There is no other option of business or work opportunity that could be explore

Community Concerns

- Poor and costly transportation
- Frequent Load shedding
- Poor roads and means of communication
- Lack of government facilities and services in the areas health, education and other infrastructure
- Unaware of government and NGOs' micro-financing support and programs
- Lack of training in the relevant skill
- Ignorance and lack of interest of political leaders, local government representatives and Social activists in the development of the village.

Unhealthy and poor working conditions seems to be the most pertinent problem along with the longer working hours , high cost of raw material and decrease in demand and difficult to get work/order. Whole family unit is involved because there are no other business options. The middle person is the only man who gets work for them but it decreases the profitability.

As far as the community problem is concerned due to the rural geographical area there is no facility of roads, communications transportation, health and basic infra structure. Frequent load shedding further creates problem and delay in work. Linkages with the government are non-existent and none of the community based organizations or NGOs working in Kasur have ever taken this group in to account.

Suggestions from Home-Based Working Women

The all different areas of district Kasur home base working women want to enhance their existing socio economic status by getting the following maximum benefits:

- Regularity of work
- Increase in wages
- Decrease in the cost of raw-material
- Decrease in load-shedding duration
- Information and access to market
- Training in various processes of work to match the demand of market/customers in the areas of designing, present trends and quality of products

- Access to easy loans
- Health services and treatment for recovery from diseases and injury (wound, cut and sore etc) as a consequence of nature of work
- Child health and education
- Explore possibility to establish a factory/work unit at an approachable distance/place in the village to ensure the regular supply of work
- Bring down the role and influence of middlemen

Overall Suggestions

Women workers are actively involved in the income generation and producing export quality goods residing in a community that does not provides adequate facilities to them with respect of heath, hygiene. Their role in the community is very encouraging and the value chain of producing export quality of work. Despite being illiterate, they are vocal and active in the community. Since now they have not taken any loan from the loaning agencies. None of the government department has ever taken any initiatives for the improvement of their living conditions and increasing their livelihoods. Being active, diligent and vocal they have suggested following steps that need to be taken with the community.

Good Thinkers Organization believes that home- based women workers need to be recognized as laborers instead of considered as a poor, deserving and insignificant part of the society. They must be considered as producers and artisans. Their productivity has to be increased by imparting skill development training, improved technologies, direct access to credit schemes, effective marketing opportunities of their products and putting them under some trade/labor policy of the country. The home-based workers also need to be adequately reflected in national statistics and recognized as workers in the labor laws of the country, thus making them eligible for social, economic and legislative protection. They want support in information, knowledge, capacity building, developing contact, presenting issues, advocacy skills, designing and marketing etc. Here organizational strength is required while making efforts to strengthen home based workers; creating linkages, networking, capacity building and advocacy. It is important to mention here that no government support in any kind is available to the home-based workers. They are not associated and introduced to any of organizations to support their work. Good Thinkers Organization is the first organization who took this initiative to look into their personal problems, work issues and community needs

OPPORTUNITIES FOR FURTHER STUDY

Home- based women workers need to be recognized as laborers instead of considered as a poor, deserving and insignificant part of the society. They must be considered as producers and artisans. Their productivity has to be increased by imparting skill development training, improved technologies, direct access to credit schemes, effective marketing opportunities of the products and putting them under some trade/labor policy of the country. The home-based workers also need to be adequately reflected in national statistics and recognized as workers in

the labor laws of the country, thus making them eligible for social, economic and legislative protection. They want support in information, knowledge, capacity building – developing contact, presenting issues, advocacy skills, designing and marketing etc. Here organizational strength is required while making efforts to strengthen home based workers; creating linkages, networking, capacity building and advocacy. Their link and contact with the following organizations and government department are vital steps to give them the recognition and other advantages:

- Punjab Rural Support Program
- National Commission for Human Rights
- Health Department
- Education Department for Adult literacy
- Line Departments of Government of Pakistan
- NADRA and election commission of Pakistan
- Local Philanthropy

It is very evident that the group who are all home based need to be organized as member based community organization. They cannot negotiate or bargain with employers, donors, civil society or public administration for their rights Formation of community group, based on membership would help them gaining insight into the strengthening of community as communal and would further facilitate in collective bargaining and direct access to market. More and direct attention to their interest need to be provided by the development organizations, networks and government. Women represent a large part of the informal economy. Their working conditions are often unacceptable. Social security laws apply only to formal / organized workers covered by labour law. Informal workers have no retirement or illness benefits and are exposed to occupational risks such as accidents and serious health hazards. Organizing women home based workers scattered and living in all areas of country in to small groups and linking them up with networks would enable to empower and strengthen HBWs and ensure collective representation

Annexure



Data Sheete
HBWW.xlsx