

# Rapid Assessments of the Trades

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Submitted to

**HomeNet South Asia**

January 2013

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## ***Chapter I: The Context and Background of the Rapid Assessment of Trades Employing HomBased Workers in Kathmandu Valley***

### ***1.1 The Context***

Number of trades either supplying goods in Nepalese local market or doing exports of their products to international markets from Nepal is being operated through either sub-contracting of their productions or informally employment of home-based workers. Therefore, aphorism is that selected key export industries in the country engages sizable portion of informal workers and make up a great portion of informal economy outside agriculture sector in the country. Studies have unveiled the facts that these informal workers as inherent components of major trades and industries are concentrated in peri-urban or slums of major urban areas (HomeNet Nepal, 2011; Chen, nd.; and Ahamad, et al., 2010). The estimated 50 million home-based workers, of whom, 80 per cent are women - especially in South Asia, are accorded occupationally as diverse,

isolated, scattered and virtually invisible and barely cast a shadow in the minds of urban planners (Sinha, 2012). Considering the immensity of home-based workers and their contribution in national economy, desirable is to make contribution of these workers visible bringing out of the shadows, for the reasons – their work has direct implication on poverty alleviation. Since, at the weak of the global as well as regional financial crisis, the contraction of modern or formal industrial sector in yielding employment opportunities is compensated by the informal employment (Chen, nd.) of which home-based work is prominent one. In the context of Kathmandu, the capital city of Nepal, the home-based employment (either self-employed or wage dependents) is accorded to offer income earning opportunity and livelihoods to a substantial portion of labour force in peri-urban areas, and slum-dwellers. Most home-based workers produce varieties of handicrafts/curio goods and textiles with significant export potentials. Considering the contribution of home-based workers to flourish locally and internationally accredited trades, it is desirable to pay proper policy attention towards making their contribution *visible*, enhance *capability* with skill training, guarantee for the employment, income and social *security*, freedom for the work-employment *mobility* and *connectivity* for unionization or organization as per the contention of ILO Convention No. 177 on Home workers.

## ***1.2 Defining HomeBased Workers***

The term “home-based worker” is used to refer to the general category of workers who carry out remunerative work within their homes or in the surrounding grounds. Home-based work includes the two basic types of workers: those who work on their own (the self-employed) and those who work for others (mainly as industrial outworkers). The term ‘homeworker’ is used to refer to the second sub-set of home-based workers: namely, the wage-dependent industrial outworkers who carry out paid work from their home (WIEGO, nd.; Upadhyaya, 2000; Ferran, nd.). The increase in the flexibility of the labour market leads to increase in both dependent and independent home-based workers. The Convention No. 177 of ILO on Home-workers adopted in 1996 covers specifically the dependent home-based workers, defining the same as:

The work carried out by a person in his or her home or in other premises of his or her choice, other than the workplace of the employer for remuneration; which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions.

According to Ferran, the ***wage-dependent*** home-based-workers are workers with the following characteristics:

- they work at home outside the establishment that buys their products, either goods or services;
- they agree by prior arrangement to supply goods or services to a particular enterprise;
- their remuneration consists in the prices paid for their products,
- they do not employ workers on a regular basis, and
- They may or may not contribute tools, equipment and other material inputs.

Wage dependent home-based workers are basically piece-rate workers - who work on subcontracting by using the raw materials of the factories or establishments (Upadhyaya, 2000). These workers needed to be classified in a separate group called "home-workers" different from "employees" and "own-account workers" for the significant implications of statistical definitions and concepts (Ferran, nd.) from the point of view of ILO Convention on home workers. It is very hard and scarce to generate statistics of this kind of employment, since; no widely agreed consensus exists as to its suitable definition and its place in the classification structure, as home-workers exhibit simultaneously characteristics of paid employees and of self-employed.

The *independent or self-employed home-based workers* are those who work at their own home on their own investment and sale/deliver their products or services to the concerned entrepreneurs or prospective buyers who trade internally as well as internationally (Ferran, nd.; Upadhyaya, 2000). Their characteristics are those of the self-employed and they should be classified as part of the group "own-account workers".

In this light the Kathmandu Declaration-2000 on the rights of South Asian Home-based workers urged to include both own account or self employed workers as well as those who do work for contractors at piece rate basis as home-based workers. This definition of home-based workers is strictly adopted in the studies of The HomeNet South Asia (Doane, 2007) - as those who work from their own homes.

### ***1.3 Knowledge-base: Plights and prosperity of Home-based workers in Nepal***

Homebased work in both developing and developed countries are considered "informal" by most economists--in the sense that workers are outside the protection of the law and their work is often not valued appropriately, though most of the products they produce are sold at national or abroad markets by large, mainstream traders or retailers. Despite huge contribution to national and international economies, workers in these activities are not likely to be protected by labor legislation or organized by formal trade unions and are working in exploitative arrangements. Within the context of economic modernization, ones expectation was to observe a receding trend in the size of homebased workers, in fact, it is growing exponentially - linked to the globalization of industry and the never-ending search for less costly sources of labor and more efficient means of production (Jhabvala & Tate, 1996). Wide spectrum of studies unveiled the following plight-full characteristics of homebased workers.

By definition honebased workers are of two types i.e. a) wage dependent piece-rate based bases and self-employed own account workers (Upadhyaya, 2000; Ferran, nd.; Dahal, 2004; Jhabvala & Tate, 1996). Piece-rate workers to a large part collect or get the raw materials from a trader, a contractor/middleman, an employer, or a firm; make partial or complete product/goods at home, and deliver it to the same person. These workers rarely have any direct contact to the marketplace for the goods they produce. With this work arrangements an employer or producer very tactfully weaves the incurred cost of equipment, maintenance and rent of infrastructure (room rent, electricity and other accessories), but reduces the actual wage earning of the workers, which was to be borne by employers/traders. This is typical even in Nepalese context. Since,

studies (Upadhyaya, 2000; Dahal, 2004 and HomeNet Nepal, 2011) unanimously accorded that wage dependent subcontracted home-based workers have been facing the problem of very low wages hardly sufficient even for mere subsistence; feel helpless as they are excluded from any type of social security system by the employers; are always deprived of any type of benefits that can be obtained from the factories they are concerned with.

Own-account workers generally are in direct contact with the market for buying required raw material and selling the final produced goods. In terms of earnings and working conditions these types of homebased workers are viewed to be in much better off position than that of piece-rate counterparts. Own-account workers face competition from larger and powerful businesses, have low access to credit, have to buy raw materials in small quantities in expensive rates, and rarely are able to sell their goods themselves directly in the markets. Thus, are generally reliant on agents, contractors, and other middlemen for market (Jhabvala & Tate, 1996) access in exploitative intermediation. The self employed homebased workers, in Nepalese context, therefore, basically face the problem of marketing and price as well as skill upgrading and low access to training. The intermediated market by big-trading houses and middleman compel them to take their products in much cheaper rate in the market and take away all the fruits of their skill and labour. They are also less mobile in comparison to other types of workers in the labour market and face the lack of necessary finances in spite of their traditional skill (Upadhyaya, 2000, HomeNet Nepal, 2011).

Studies have extensively accorded that because of invisibility of the nature of work, homebased workers to a large part, women workers are under-recognized to be organized and or unionized from the point of view of *gender-reality* (Chen, et al, 1999). The invisibility of homebased workers is directly related to the traditional isolation of women within many societies that restricts their interactions with other women outside of their families or immediate communities and diminishes recognition and visibility as workers. The significant number of homebased workers<sup>1</sup> scattered in urban and peri-urban areas in Nepal too, within the broader framework of informal sector occupation, is seen as invisible and neglected one (HomeNet Nepal, 2011).

In general, studies unveiled the following characteristics of home based workers in South Asia and their member countries.

- Women comprise the pre-dominant position in Homebased Work. From the Chen and Associates (1999) view point, homebased work depicts a *gendered-reality*,
- The virtually non-existence of the practice of collecting official statistics, whatever official statistics exist probably underestimate the number of homebased workers because such activities are often invisible or clandestine,
- Industries that involve labor-intensive manual or machine tasks in both modern and traditional sectors employ homebased workers as their principal production strategy,
- From the view point of livelihood security, homebased workers are generally poorly paid, often less than the minimum wage, mostly women lacking opportunity for training and

1 Estimated around 2.2 million of which 78% are female workers

skill development to enhance productivity, and exposure for experience sharing and skill transformation,

- Homebased workers often are not recognized by governments and are rarely covered by even minimum worker benefits such as access to social security and benefits of health care, child care or old age pensions and so forth,
- Even if, homebased workers looks like independent in terms of place and hours of work, but in most instances they are not. It is because of supply and marketing relationships, disguised and unregulated form of employer-employee relationship, camouflaged through an often complex arrangement of agents, traders, and subcontractors (Upadhyaya, 2000; Jhabvala & Tate, 1996),
- Homebased workers lacking adequate housing requirements. Though these workers work at own home, are poorly paid and unable to meet the minimum housing requirements to co-exist both family life and work in a very cramped quarters (Doane, 2007; Jhabvala & Tate, 1996; HomeNet Nepal, 2011).

#### ***1.4 National Policy Initiatives***

The ILO Convention on Home-Workers (C. 177) urged member states 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. Policy should ensure social protection and maternity protection, National minimum wage, right to organize and bargain collectively and collection, compilation and updating of National Statistics on Home-Workers. Despite joint campaign, advocacy, lobbying and declarations made in joint initiatives of civil societies, trade unions, and national and international labour right based organizations, Nepal still has not ratified the Convention 177.

Commendable initiatives made on the field are:

*Kathmandu Declaration-2000*: a conference organized by UNIFEM and WIEGO in association with International Development Research Centre (IDRC) in October 2000 for the rights of South Asian home-based workers was adapted by representatives of South Asian Governments<sup>2</sup>, UN agencies, NGOs and Trade Unions. In order to mainstreaming these Home-based Workers into the National Economy in accordance with ILO convention No.177, the policy recommendations adopted by the declaration contained:

- Each country should take initiatives for the formulation of National Policy on Home-based Workers to ensure minimum protection of their rights to organize, minimum remuneration,

2 Governments of India, Nepal, Pakistan and Sri Lanka

occupational health and safety, statutory social protection, maternity, childcare, skill development and literacy programme.

- Access to markets and economic resources including raw materials, marketing infrastructure, technology, credit and information.
- Set up Social Funds for home-based workers, which would provide insurance against risks of illness, death, old age accidents, loss of livelihood assets and contingencies as locally required.
- Incorporate into official statistics baseline data regarding various categories of workers in the informal Sector.
- Urged SAARC to address the issues of home-based workers in the region and take measures to enable them to deal with the risks and opportunities of globalization.

*The Initiatives of Civil Society and Trade Unions:* coalition of major trade unions<sup>3</sup> and right based organizations and civil societies<sup>4</sup> is formed and have jointly organized following activities in order to convince and pressurize government to ratify the convention and formulate national policy accordingly.

- Follow-up campaign of ILO Convention 177, appealing to be organized to get succeed in ratification,
- Press meet and release on the occasion of Home-workers day - 20 October, appealing for the ratification of ILO Convention-177,
- Study on the way-outs and possibilities of the ratification of Convention-177 (identification of home-workers, giving them the respect and uplifting their occupational development and social protection)- in 2012.

*Initiatives of HomeNets in South Asia:* The HomeNets networks in South Asia are active in organizing Home Workers since 2000 in the region, through the advocacy, lobbying and dialogue with Government, Policy makers and various other stakeholders taking forward Convention 177. HomeNet South Asia felt strongly to understand that what are the challenges for the ratification of C-177, therefore a study exploring various stakeholders, existing laws and possibilities for ratification of C-177 was conducted with the purpose of having open dialogue with Government for the advocacy on C-177.

The broader or overarching frameworks of policy initiatives contains arenas and elements of policy ingredients as in Table 1.

3 GEFONT, NTUC, DCONT

4 INSEC, CWIN, NLA, CVICT, WOREC, HomNet Nepal, SABAH Nepal

**Table 1: Policy guidelines to protect and promote homebased workers (adopted from Chen, et al., 1999)**

Policy Arenas	Policy Elements
Macro policies	- To increase the demand for goods and services produced in the informal sector, - To remove biases against and barriers faced by informal sector workers and entrepreneurs
Labor policies	- To provide legal recognition to informal sector enterprises and workers, - To protect the rights (including property rights) of informal sector workers
Housing and urban policies	- To promote protective (and remove restrictive) zoning and housing regulations, - To incorporate street vendors and other informal sector workers in urban plans
Social security and insurance schemes	- To design health, life, occupational, and property insurance schemes to informal sector workers, - To provide social services and social security to informal sector workers
Institutional policies	- To promote organizations of informal sector workers, and - To promote representation of informal sector workers in policymaking bodies

More or less with incorporation of the aforementioned elements and arenas of policy guidelines (Table 1), Nepal government has attempted to upgrade the existing Labour Act, but still to be amended from the parliament.

### ***1.5 Purpose/objective of the Rapid Assessment***

The purpose/objective of the rapid assessment is to derive at 5-6 trades to conduct a Supply Chain Study which would give up the scenario about the home workers (organised or unorganized) who are engaged in the supply chain of national and international market.

### ***1.6 Methods of Rapid Assessment***

The adopted methods and procedures to conduct the Rapid Assessment among others include:

- Telephonic conversation, consultation meeting and institutional visits to the major trade unions, NGOs and Labour Networks working for the occupational and social protection of labourers, occupational organizations and concerned government agencies (Appendix I),
- Identification and visiting of the representative trades/enterprises as indicated by the consultation meeting and institutional surveys. This step enabled to gaining indication on the terms and condition of work and concentration of home-based workers, their affiliation to any of the trade unions and right based organizations,
- Tracing of the organized and un-organized home-based workers according to major trades they work for and locality of their residence for the individual interview to know the level of

their engagement in the supply chain of national and international market. It was done on the tracer<sup>5</sup> and snowball<sup>6</sup> basis.

- Development of semi-structured interview schedule (questionnaire) to interview home-based workers (see Appendix --), and
- Compilation and review of published, un-published and web-based literature, press releases, campaign pamphlets and others documents devoted to the rights and welfare of home-based workers, and
- Data entry in SPSS data format, coding and re-coding, editing, tabulation and analysis to satisfy the assessment's objective.

The accomplished activities in completing the Rapid Assessment are summarized in Tables 2.

**Table 2: Visited/consulted organizations and trades by their types\***

Types of Organizations/Trades	Number Consulted	Participants in discussion	
		Male	Female
<i>Organizations and Unions</i>			
Concerned Government agencies/Department	1	1	-
Trade Unions	3	2	2
NGO or Network Organizations	3	1	2
Occupational/professional associations	3	2	1
<i>Trades by types of goods</i>			
Agarbatti Works (Fragrance sticks)	3	3	-
Woolen works	2	1	1
Wooden works	2	2	-
Metal Works	2	2	-
Clay/Ceramics works	2	2	2
Handloom (Nepali Dhaka)	2	-	2
Interview with Homebased Workers	150		

\* For the list of Organizations and persons consulted see Appendix--

5 As indicated by peer worker or their employer,

6 Catch and interviewed wherever they found

## **Chapter II: General Insights of Trades Employing Homebased Workers in Kathmandu Valley**

This chapter at first present snapshot description of major trades operated through marketing of the products<sup>7</sup> of homebased workers in Kathmandu Valley<sup>8</sup>. Secondly it attempted to present descriptive results/findings of the homebased workers survey according to types of trades they work for, status of organization and other background attributes i.e. gender, caste/ethnicity and others.

### **2.1 Trades Employing Homebased Workers**

Prominent trades that involve substantial number of homebased workers and business of their products have been identified through telephonic conversation and consultation meeting and key informant interview with key organizations and trade unions (for the list of visited organizations and trades see Appendix ---) and related trade houses and review of published, unpublished and web-based literatures. Both means of verification i.e. institutional consultation and review of studies (Upadhyaya, 2000; Dahal, 2004; HomeNet Nepal, 2011) have indicated that weaving, knitting, stitching, packaging, clay, wood, bamboo, metal handicrafts, beads, paper works, Agarbatti and candle works, and making dry foods, pickles and sweets are the works generally done by the homebased workers. Types of products and role of workers in its production is summarized in Table 3.

**Table 3: Types of trades according to role of home-workers (in alphabetical order)**

Types of Items in Trade	Role of Home-based workers to prepare
<i>Agarbatti</i>	pocketing, mixing fragrance (making bamboo sticks and rolling substances in the sticks is rarely done in Kathmandu valley),
<i>Beads and Ornaments</i>	gold and silver works, knitting beads
<i>Candle</i>	candle making
<i>Clay and soil works</i>	making earthen pots, ceramics, curio and decorative goods
<i>Food processing</i>	preparation and packaging of pocketed or junk foods; pickles and sweets items
<i>Garments and readymade dresses</i>	stitching, putting buttons, ironing and folding, embroidery and others
<i>Handloom</i>	weaving Nepali Dhaka
<i>Making daily essential accessories</i>	agriculture tools, supporting accessories of animal husbandry and household uses
<i>Metal works</i>	curio goods, small statues, pots and kitchen utensils,
<i>Paper works</i>	making Nepali papers, files, copies and book bindings
<i>Wood and Bamboo works</i>	wood curving, making bamboo related household daily accessories and bamboo furniture, and

7 Either the full or partial work of homebased workers

8 Refers to five metropolis, sub-metropolis, municipalities and peri-urban areas of three districts (Kathmandu, Lalitpur and Bhaktapur) located within Kathmandu valley, the capital city of Nepal.

<i>Wool related work</i>	spinning, rolling, dying and weaving carpets (including radi-pakhi) knitting sweaters, socks, gloves, caps and others.
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To the best estimates of the consulted organizations the aforementioned types of homebased work trades are employing about 6 Lakh and more workers in Kathmandu Valley of which more than 60% are women and less than 10% are organized either in occupational association, NGOs (like SABHA, HomeNet Nepal) or in trade unions (Table 4). From the table it is evident to say that in every corner of Kathmandu Valley, prevalence of homebased workers mostly women is widespread but in unorganized and unrecognized state.

**Table 4: Reported Size of homebased workers, percent women and organized status in Kathmandu Valley**

Organization to report the estimate	Estimated size	% Women	% Organized
HomeNet Nepal	Approx. 6 lakh in KTM	75	About 5-10
SABHA Nepal	Approx. 22-23 lakh in Nepal, 6-7 Lakh in KTM Valley	70	About < 10
GEFONT	Approx. 22-23 Lakh in Nepal and 7-8 Lakh in KTM	60 +	About <5
NTUC	Approx. 22+ Lakh in Nepal and 7-8 Lakh in KTM	60+	No idea
FEWAN	No exact idea		
FHAN	No exact idea		

### 2.1.1 Relation between trades and workers

In most of the instances, middleman or contractor plays role to establish working relation between trades and the workers. Therefore, workers do not have direct contact to the trades to

whom they work and trades with workers. To the best of the knowledge of right based organizations and trade union movements, it is the middlemen do not disclose the exact piece-rate of the work received from the trades and paid to the workers and maximizes own commission. Hence, workers are paid less than the minimum subsistence rate. Workers work at place of own choice, therefore, producers or traders do not have to bother about adaptation of occupational health safety measures and other employee's benefits such as sick leave and medical expenses, home and festival leaves, maternity facilities and leaves to women workers. This is evident from the following sayings:

- There is none existence of national level policy measures for the social and occupational safety of home-workers in Nepal. There lies no specific relationships between workers and the employers or traders, it is the middlemen who act as links person between these two agents of market and maximizes owns commission giving very lower rate to workers of their production (discussion with KIIS from HomeNet Nepal),
- In most of the instances piece rate workers do not get the proper wage rate because of the mediator's attitude to expropriation of high commission rate, since such workers get work through middlemen (SABHA Nepal),
- Home workers are mostly un-organized and working in informal sector. They are at high risk of labour value exploitation due to universal presence of middlemen or brokers, middlemen fixes their rate high cutting exact rate of the labourers (GEFONT),
- There lies a weak relationship between the traders and the workers, it is the middleman who interplay the rates and exploits the workers giving lower rate (NTUC),
- Middleman are with tendency to select unorganized workers so that they could utilize the poor bargaining capacity of the workers to maximize own profit (FHAN).

From this it can be said that both wage dependent piece rate homeworkers and self-employed own account homebased workers are working in exploitative intermediations mostly woven by the middleman or intermediaries. For instance one producer of Nepali Dhaka clothes in Luvu, reported that the middleman takes the clothes from her at the rate of NPR 150 per metre, the same cloth is being sold in retail market in between NPR 450 and 500.

#### 2.1.2 Dispersion of the trades and workers

Workers producing some goods are found concentrated in certain pocket areas and others scattered elsewhere. For instance wool workers (spinning wool threads) are found mostly in Chabel, Boudha/Jorpati, Soyambhu, Chauni and Dallu, Bhaktapur and Kirtipur areas, that of wood workers and metal workers in Lalitpur and clay/ceramics workers in Bhaktapur and Thimi areas. Likewise Dhaka weavers are scattered, though they are concentrated in Luvu of Lalitpur and Kirtipur and Agarbatti (incense making) in Chabel/Kapan, Satungal/Dhungeadda areas and scattered. Types of goods produced, residential concentration of their producers, conditions of work and tentative number of workers as reported by Key informants have been summarized in Table 5.

Though, home based workers involved in production of most of the identified products/goods are found living in every corner of the capital city and its periphery, the mentioned areas in Table 5 refers to relatively higher level of concentration. Except that of the Garment and carpet works, in all other types of products are made by both homebased workers as their own account work and piece rate (wage) workers. Workers doing as own account business also likely to contract out their assignments in piece rate basis to accomplish certain types of finishing works. The size of workers presented in the two right end columns of Table 5 refers to the tentative estimates in lower and upper bounds of workers (both own account and wage dependent workers) as reported by key informants. Based on the reporting we can say that there are around 250,000 to 300,000 homebased workers involved in the production of goods listed in Table 5. Wool works, Agarbatti (incense) works, making garment and readymade clothes, wood and metal works, handlooms and clay/ceramics works are trades found to engage relatively higher number of homebased workers, though these estimates need to be verified with methodological robust scientific studies.

**Table 5: Locality of Concentration of Homebased Workers by types and basis of production and tentative size of workers (in range)**

Types of Production/Trades	Locality of Concentration	Basis of Work	Size of Workers	
			Lower	Upper
<i>Agarbatti (incense sticks)</i>	Chabel, Mahankal, Kapan, Satungal, Bhaktapur, Lalitpur and Scattered	Self and piece-rate	45,000	52,000
<i>Beads and Ornaments</i>	Asan, Indra Chwok, Patan Mangalbazar and Scattered	Piece rate	7,000	10,000
<i>Candle</i>	Kalimati, and Scattered	Piece-rate and self	7,000	10,000
<i>Clay and soil works</i>	Thimi and Bhaktapur Municipality	Self and piece rate	12,000	15,000
<i>Food processing</i>	Scattered	Self and piece rate	15,000	18,000
<i>Garments and readymade dresses</i>	Scattered in Kathmandu and Lalitpur, Samakhusi, Boudha, Chabel, Soyambhu	Piece rate	22,000	26,000
<i>Handloom</i>	weaving Nepali Dhaka	Self and piece rate	15,000	20,000
<i>Making daily essential accessories</i>	Kalimati, Asan, Indrachwok, Lagankhel and Mangal Bazar,	Self and piece rate	6,000	9,000
<i>Metal works</i>	Lalitpur tangal, Okubahal, Mangalbazar	Self and piece rate	22,000	25,000
<i>Paper works</i>	Scattered, mostly work of migrants	Self and piece	12,000	15,000
<i>Wood and Bamboo works</i>	Lagankhel, Satdobato and Bungmati of Lalitpur	Self and pieces	22,000	25,000
<i>Wool related work</i>	Chabel, Boudha, Jorpati, Kirtipur,	Self and	45,000	55,000

	Pharping, Samakhusi and others	piece		
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### 2.1.3 The Trades Selected for the Rapid Assessment

Based on the ideas accumulated from consultative meetings, telephonic conversations and preliminary field visits it is decided to pick 7 trades as representative cases for the Rapid Assessment. The basis of selection includes extent of employment of piece rate workers, size of workers engaged in the production of the particular goods and relatively easy paucity to the workers. These trades, therefore includes Agarbatti (incense) making, wool and wool related works, wood and bamboo works, metal works, garment works and clay/mud works. Most of the homebased workers found doing specific role to complete part of the whole product. Such as some of the wool workers do carding works and others spinning and rolling. If it is carpet works others do knotting, and if weaving of woollen wears do knitting and finishing. In these days the work of wool sorting, washing and dyeing has been replaced by machine. To a large part, the carding and spinning works also have been replaced by machine, but in case, if demand of carpet made of hand carded and spun yarn comes, the traders give order to the homeworkers to accomplish the required task. The trades visited in the assessment process, places visited, role of own account and wage-dependent homeworkers and basis of wage payment is summarized in Table 6.

**Table 6: Types of trades by location of visit, role of workers in production process and basis of payment**

Types of Trades	Locality visited	Role of workers by types		Basis of Payment - piece rate workers
		Own account	Piece-rate	
Agarbatti (incense sticks) making	Chabel Mahankal, Kapan and Satungal	Mixing incense and packaging,	Packaging (in most cases)	Piece rate per gross of packaging
Nepali Dhaka (Cloth) weaving	Luvu and Thaiba of Lalitpur and Kirtipur	Designing and weaving	Weaving	Piece rate per metre
Handicraft (Wood Curving) and Bamboo works	Lagankhel-Satdobato and Bungmati	Making design, layout preparation and finishing	Shining, polishing, curving in given design,	Piece rate according to square or cubic feet and nature of design
Handicraft- Metal works (Brass, copper, silver and gold)	Patan Mangal Bazar, Chasal and Tangal of Lalitpur	Making design, layout preparation of idol and putting mantras	Shining, polishing (golden or silver dust colour), curving in given design,	Piece rate according to the size of idol, nature of curving, and mixing colours
Woollen works (Spinning, making woollen wears)	Chabel, Jorpati, Gokarna, Kirtipur	Spinning and knitting woollen wears	Wool carding, Spinning, rolling yarn in balls, and knitting	According to piles of work
Garment & tailoring	Chabel, Jorpati, Balkumari	Designing and cutting (in case of tailoring)	Stitching, hand sewing, putting buttons, ironing and folding	Piece rate by types of work
Clay pot making	Bhaktapur, Thimi	Collection of order, designing,	Making pot and vassals, drying,	Per piece of completed works

		making pot according to design	Polishing and painting	
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The roles of homeworkers in production and trading process of each of the identified products have been summarized in brief in the following.

### ***Production and trade process of Agarbatti***

The field visit and key informant interview on the production and trade process of incense sticks in Kathmandu valley revealed in most of the instances that, making of the bamboo sticks and rolling the burning substances on it is done outside of valley. Traders bring the substance rolled sticks mostly from Birgunj (one of the major business hub city boarding to India, southern Nepal). What they do in Kathmandu is mixing of the incense/fragrance on the rolled sticks according to sticks size and quality and send for the packaging in piece rate basis to the place of homeworkers. In most of the cases a middleman do the delivery of the incense sticks and printed packaging papers to the workers place and collect it and payment of wage to the workers. Through this delivery and collection process, middlemen maximize his commission through paying less to the workers. The rate of packaging ranges from Rs. 1.5 to Rs. 7 per gross depending on quality and size of sticks and the cost of filled incense/fragrance. The piece-rate workers, mostly women do the packaging work at their won room (majority in rented room).

It has been reported that there are 43 or more producers/traders of Agarbatti (incense sticks) in Kathmandu valley. One producer/trader brings multiple brand names in the market. For instance, The Grihalaxmi Agarbatti, Mahankal produces and markets some 8 brand names and the Kanchanjungha Agarbatti Satungal brings some 14-15 brand names in the market. The contacted Agarbatti trades as representatives are as following.

- Grihalaxmi Agarbatti- Mahankal (produces 8 brand names),
- Subhalaxmi- Akasedhara, Kapan (produces 5-7 brands),
- Kanchanjungha- Satungal (14-15 brands),
- Bishnudevi –Satungal, (7-8 Brands),
- Savitri Agarbatti Kalopool

### ***Nepali Dhaka Weaving***

Dhaka is an exquisite cotton fabric hand woven in numerous colors with infinite and unlimited number of patterns. At present, Dhaka shawls and cloths are gaining popularity among buyers locally and internationally. It is an intricate art in traditional hand weaving technique that has been practiced in Nepal for many generations. This traditional weaving is done on wood and bamboo treadle looms mostly by women of hilly areas. Two patterns of Dhaka weaving have gained patent names i.e. Palpali and Dhankutta/Terathum Dhaka. Indigenous Newari women in Kathmandu valley also weave Dhaka and Hakupatasi (Hand made Black Saree of cotton popular among Newari women). Therefore, there exists three pattern of Dhaka weaving simultaneously in Kathmandu i.e. Dhaka weaving by indigenous Newari women, Palpali Dhaka made by migrants from Palpa area and Eastern Dhaka (popularly known as *Purbeli Dhaka* of

Terathum/Dhankuta) woven by Rai and Limbu women migrated from those districts. Now all these three traditions of Dhaka weaving skills and technologies gradually being transferred to other communities through a number of activities aimed at women's empowerment, skill development and income earning training under the aegis of government's programme of gender mainstreaming and women targeted NGOs' activisms. The Everest Handicraft Industries describes uniqueness of Dhaka weaving as a changing working pattern from one shed to another, where the weaver decides without chart or counting threads into which section of the wrap she is going to lay the colors to form the patterns. It is a truly indigenous form of expression reflecting Nepali mastery of craftsmanship.

News coverage and anecdotal studies have given ample evidences of Dhaka weaver women to be successful in earning commendable income and uplift standard of living of her family and ensure welfare of her children. The same is also acknowledged by key informants in the consultative meetings and praised their work for dedication to preserving traditional Nepalese weaving art, and raised the issue about the role played by middlemen for not to trickle down the real fruits of their work in their hands.

Process of Dhaka weaving includes spinning cotton thread, colouring and dyeing it and weaving. In these days most of the works is being replaced by machines- power-loom; however the demand of real hand made Dhaka is increasing in both local and international market hence, hand weaving is still in practice. Now the machine spun and dyed cotton thread has virtually overwhelmed the manually made cotton threads. The threads are largely supplied either the products of the national spinning mills or imported from India. The thread suppliers are the middleman in most cases to collect the products from each of production sheds.

Common products of Dhaka clothes include shawls and scarves, clothes for *chaubandi cholo* (typical Nepali Blouse of women) and *Daurasuruwal* (Nepali men's wears) and caps (*Topi*). In these days the following products made of Dhaka are being popular in daily household and personal use such as napkins, placemats, table runner, tie, bed cover, cosmetic bags and money purses. Majority of Dhaka weaving women are doing it as own account work during free time as source of additional income earning activity.

### ***Wood Carving***

Woodcraft is one of the best homebased-families run industries that employ a small number of laborers to help in the production of their work. The wood curving families are believed to enjoy a strong local and foreign market for their products. The woodcraft industries are focused on making and marketing of curio type collectible items such as picture frames and miniature statuettes targeting to the both local users and tourists. They are famous in making decorative curved doors (mostly main door) and windows of house and temples. Today, it has been claimed that woodcarving of Nepal has gained increased popularity even in abroad. This discussion cleared that wood curving business in Nepal, to a large part is homebased family business in which participation of men and women both is at the par of equality. Besides own account workers, the employed workers includes of two types as in daily wage rate to work at the workshop of employers and piece-rate workers who work at place of won choice taking the raw

materials or semi designed piece of work for the minute curving, smoothing, shining and polishing.

The working condition and wage rate of piece-rate workers varied from one work to another depending upon size of wood piece, nature of design and work to accomplish. For instance curving with complicated design, it's smoothing, polishing and shining consumes more time and pays relatively higher wage rate. The found piece rate workers in this study context are of the same caste clans famous in wood curving, but who could not afford capital market network to produce own-self and supply to the market. Therefore, they work for neighbourhood entrepreneurs using their own hand tools or borrowing it from the employers. Majority of the wood workers in piece rate basis are reported to be unorganized.

The representative wood curving traders/industries consulted are:

- Hayagriva wood Curving Gallery, Bungmati, Lalitpur
- Wood Carving Industries Private Limited, Patan Industrial Estate Lagankhel, Lalitpur,

### ***Metal Crafts***

Metal Crafts are one of the major Nepalese handicrafts that are popular in both national and international markets as decorative craft, show pieces, souvenir craft, gift items and household uses and religious items. These metal crafts are designed and made in most cases by homebased workers either as their own account work or for others in piece rate of contract basis. Both types of workers have their own workshops installed at home. What the wage dependent piece rate workers collect the designed pieces of crafts from the workshops of crafts designer and suppliers and do works of curving according to design, scrubbing, polishing/shining and smoothing. The wage rate they get depends on the size of crafts (either inches or feet) and the nature and complicatedness of design. In case of making statues/idols of god and goddess and masks, the own account workers make the initial portraits make designs and bring in the shape and give to the wage-based workers for the finalization work. In doing so, some piece of religiously valued tasks such as filling of *Mantras* and putting life in idol<sup>9</sup> (in case of statues of god and goddess), keep with own-self in the name of valued work to reduce the wage rate of major finishing works done by piece based workers.

The types of metal works include:

- Metal mandala of buddha and tara, circle mandala,
- Decorative like metal mask of bhairab, ganesha, wheel of life,
- Religious crafts like butter lamps of various size range made of brass alloy,
- Nepali handicrafts such as metal wares and utensils, traditional bronze dinner sets, soup bowls and various others,

9 Doing Pran Pratista (dGq eg]{ / k|f0f k|lti7f ug]{\_

- Bronze and copper water and cooking pots of various sizes and uses.

These metal crafts are made using the ancient lost wax method. In this method a caster prepare a wax and clay model, extract the wax by heating the model and pours the liquefied metal substances into the wax released places of the model to translate into the metal image. After this the casters give out the very rough metal statues or crafts to the homeworkers for the finishing process. Both the casting and finishing process are complicated jobs requiring an artistic conception, perfection and the skillful hands of a craftsman and workers.

Specialization in craftsmanship in lost wax method in designing metal crafts is more common to some of Newar clans (esp. Shakyas) in Kathmandu valley. However, migrant workers in the valley now, preparing their fine hands in finishing process of the crafts i.e. rubbing/scrubbing, final polishing and luster shining.

According to the record of metal crafts occupational association and statue arts cooperatives association, there about 237 traditional and artistic metal crafts institutions/workshops in Kathmandu Valley involving about 3000 metal art craftsmen.

### ***Wool and Wool Related Works***

Wool related works include wool sorting and washing, drying, carding, spinning the yarn, dyeing, balling and knotting. Key informants of consulted during the study process, traders of wool products and workers commonly opined the view that until 1990s most of these wool works were done by hand involving a lot of manual labourers (either homebased or employee). In these days most of the washing, carding, spinning and dyeing works have been replaced by machines. Some cases of spinning, balling are done manually. Until the date, it is knotting done entirely by hand involving both home workers and factory employees. In case of carpet, a home worker is involved in spinning, balling and knotting. The workers use their own space and utilities i.e. spinning wheel, balling wheels and looms for knotting. The employer either directly or via middlemen supply the raw materials i.e. wool for spinning, yarn for balling and knotting with some fixed terms and conditions. Wage rate is paid on the basis of weight of wool and yarn in spinning and balling (per KG) and per squire-metre of carpet knotting. Except of few cases, majority of woolen carpet production workers are women.

Wage rate of spinning, baling and knotting depends on the thickness of yearn (3 ply or others) and number of knots in per square inches of carpet. For instance wage rate of knotting of 60 knots carpet is lower than 90 or 120 knots carpet. In Nepal most common size is 3 ply yarns and common knotting pattern is 60 knots. The wage rate of carpet knotting also varies by design of carpet.

### ***Clay and Ceramics Works***

The traditional clay or clay pot making works has been a notable artistic craft in Nepal to provide primary or supplementary occupation of some ethnic groups as family traditional means of subsistence rather than a commercial job. Very little is known about the total number of traditional potters in Nepal or their activity mainly because of their unorganized existence and

wide dispersion. Families of such traditional potters are found dispersed all over the country i.e. in Terai/Madhesh (the southern plain), inner Terai and mid-mountain regions of the country, with the natural resources where they could give continuity to their traditional occupation- pottery. However, the ceramist or potter community in Kathmandu Valley is mostly found in Bhaktapur and Madhyapur-Thimi municipality areas of Bhaktapur district, known as Prajapati caste clan of Newar community. The study unveiled the fact that within the same caste/clan some families giving continuity to the work as own account homebased work and other supporting the own-account workers doing the work in piece rate basis. To the piece rate workers, the own-account workers supply the needed clay and other raw materials and give the wage rate on piece basis to the finished items according to the type, size and design. In recent days these ceramists are attempting to mix Newari technique of pottery and Mithila Arts to expand markets of their products. This idea to bring about newness in clay ceramics production process is believed to expand size of homeworkers beyond the traditional occupational families to other communities. Hence, the paradox in clay/ceramic works of Bhaktapure Prajapati community is that due to the exhaustion and encroachment of surrounding resource base (land with soil to make good quality clay for pot making, fire to bake the pots and water) and diverted motivation of youngsters on the family occupation, the tradition is at stake of extension. Meanwhile, their products are popularly gaining markets and attracting to the workers from other communities too, to work as piece rate workers.

The traditional ceramists' in Bhaktapure areas of Kathmandu Valley produces the following items giving some modernity touch.

Types of materials	Range of Items	Male/Female role	Piece rate workers
Building Materials	Bricks, Tiles, Doors and windows, sewerage pipe	Male in making and female in drying and baking	In production of all items
Utensils	Cooking Pots, water-pots, Stoves, Plates etc.	Male female equal involvement in making and finishing	Exists in production of all items
Decorative items	Idols, statues, flower-vase, coin pots	Male female equal involvement	Exists in production of all items
Coins and Seals	Various coins of different size and shape	Mostly women -	Exists

Technique and labour implication in traditional clay/ceramics production includes the following:

Technique	Process	Labour implication
Pinch-touch	Making the item by modeling clay pressing by hands	Both own account workers and piece rate workers
Slab Technique	Joining of the clay slabs to give desired shape	

Beating Technique	Preparing the items by beating with hammer	
Wheel Technique	To give shape with the help of wheel	
Coil Technique	To give shape by joining the different pieces in a line	
Mold Technique	To prepare item with the help of mold	
Craving Technique	Giving artistic design to the product	

Source: Kalapremi, nd. Field visit

From the discussion we can conclude that, though its scope is bit limited, the clay/ceramics work and related trade basically stands on contributions of homebased workers and one area chose to extend its scope to conduce supply-chain study in the nest step.

## 2.2 Findings of the Homeworker's Survey

Depending on the assessment of trades operating in Kathmandu Valley based on the production and services of homebased workers the study derived insights that there are some specialized geographical pockets of such activities and engagement of homebased workers. For instance, metal and wood crafts are centered in Lalitpur sub-metropolis and Bungmati of Lalitpur district, Dhaka weaving in Luvu and Kirtipur areas. Likewise, clay and ceramics works in Madhyapur Thimi and Bhaktapur municipality areas. Likewise wool and wool related works (mostly carpet) and Agarbatti (fragrance) works in Jorpati/Chabel, Kapan and Satungal areas of Kathmandu. Accordingly, an attempt is made to survey of 150 homeworkers working in piece-rate basis in production of these items allocating the survey size to the respective areas applying both snowball<sup>10</sup> and tracer<sup>11</sup> basis.

### 2.2.1 Spatial Coverage

The survey outcome by different localities of the three districts in Kathmandu Valley presented in Table 7 indicated that the highest level of representation (50%) of the workers is from Kathmandu followed by Lalitpur (34%) and the rest 16% from Bhaktapur district.

**Table 7: Distribution of Surveyed Workers by Spatial Coverage of Kathmandu Valley**

Municipality/VDC of survey	District of survey			Total
	Kathman du	Lalitp ur	Bhaktap ur	
Kathmandu Metropolis	30			30
Jorpati/Atterkhel VDC	30			30
Kirtipur Municipality	15			15
<b>Total from Kathmandu</b>				<b>75 (50%)</b>
Lalitpur Sub-metro		24		24

10 Caught and interviewed where the person with the said working characteristics meets with prior consent,

11 Identified and interviewed getting information from her/his peers

Bungmati VDC		12		12
Luvu VDC		15		15
<b>Total from lalitpur</b>				<b>51 (34%)</b>
Thimi Municipality			12	12
Bhaktapur Municipality			12	12
<b>Tottal from Bhaktapur</b>				<b>24 (16%)</b>
Total	75	51	24	150

### 2.2.2 Organizational Memberships and Gender Dimension

Giving due regard to the agreed terms and conditions, an attempt was made to maintain a 50:50 ratio between organized and un-organized in surveying the homeworkers. But the invisible nature of piece rate workers in general and scanty paucity of organized workers in particularly compelled to maintain a 30:70 ratio between organized and un-organized workers interviewed in the survey. Likewise, 58% of the workers interviewed are female and the proportion of male is 42% (Table 8). Findings presented in Table 8 more or less corroborates the opinions made by key informants and trade unions affirming that non-affiliation status of the workers is about to universal and women predominates over male in most of the production process.

**Table 8: Distribution of surveyed workers by types of current production they involved, organizational affiliation status and gender**

Type of current work	Organized Status		Gender of Workers		Total	
	% Yes	% No	% Female	% Male	%	N
Agarbatti Making	20.0	80.0	70.0	30.0	100	30
Dhaka weaving	40.0	60.0	73.3	26.7	100	30
Wool and carpet works	53.3	46.7	56.7	43.3	100	30
Clay and ceramics	-	100.0	33.3	66.7	100	24
Metal works	20.0	80.0	65.0	35.0	100	20
Wood works	43.8	56.3	37.5	62.5	100	16
Total	30.0	70.0	58.0	42.0	100	150

Organized status of such workers is more than 50% (53%) among the wool or carpet workers followed by wood craft workers. It is virtually none in case of clay/ceramic workers and about four fifth in case of Agarbatti making and metal crafts works. The Dhaka weavers and wood craft workers are organized in most cases in the cooperatives or in their own occupational associations rather than in organizations working for the workers social and occupational protection and labourer's rights i.e. NGOs or trade unions.

In case of gender dimension, except that of clay/ceramics and wood works all other four trades included in the assessment predominates by female homeworkers.

### 2.2.3 Background Attributes of the Surveyed Homeworkers

Background attributes reviewed include caste/ethnicity, age and gender, literacy and educational status, marital status, number of children ever have had of the married workers and family size. Economic status of the surveyed worker's family is assessed in terms of gaining general indication of the aggregate monthly income of the family.

An inquiry of marital status of the surveyed workers revealed that 96% are married and currently living together, 1.3% (2 persons) are unmarried and 2.7% (5 persons) are widow/widowers. According to the caste/ethnicity highest proportion of workers interviewed (38%) are from Janajati communities followed by Newars (36%). The size of Chhetri/Brahman interviewed is 14% and around 9% comes from Madheshi and 3% from Dalits communities. Gender ratio among workers of Janajati and Newar community is nearly 50:50, whereas, female predominance over male is over 90% in case of Chhetri/Brahman, 80% of Dalits and 61% of Madheshi community (Table 9).

**Table 9: Distribution of interviewed workers by caste/ethnicity and gender**

Caste/Ethnicity of Workers	Sex of Workers		Total	Col. %
	%Female	% Male	N	
Janajatis*	50.9	49.1	57	38.0
Newar	50.0	50.0	54	36.0
Chhetri/Brahmin	90.5	9.5	21	14.0
Madheshis	61.5	38.5	13	8.7
Dalits	80.0	20.0	5	3.3
<b>Total</b>	<b>58.0</b>	<b>42.0</b>	<b>150</b>	<b>100.00</b>

\* Janajatis include, Magar, Lama/Tamang, Thami, and Rai Limbu. One case of Muslim is presented in Madheshi groups.

A general observation of the workers indicated that male members of Chhetri/Bahun's family were working in other market activities and the female members were doing the job during the leisure time of household (Box 1) chores (after sending children to school and other family members in outside jobs until the children backs from school). Janajatis are involved in wool or carpet works where both male and female are involved in the homebased terms of work employment. Newars community basically involved in craftsmanship of wood and metal works doing the job as traditional family occupation either as own account or wage based one.

**Box 1: This is for utilization of free time and earning some pocket money in hand**

Most of the women workers doing packaging of Agarbatti in Mahankal/Chabel area acclaimed that after sending male in his job and children to school and finishing kitchen works they will have free time of about 5 to 6 hours. Having some work in hand during that time will eased both passing the leisure time with work and earning some pocket money to eased owns life as well as family maintenance. Otherwise, if we spend time doing nothing for living and asking money for personal, family expenses and children's needs, the male (husband) gets irritated.

Highest proportion (54%) of the interviewed workers is of age group in between 30 and 50 years. Nearly one third is of age below 30 and the rest 13% of age above 50 years. Age distribution of workers is more or less of the similar pattern by gender of workers (Table 10).

**Table 10: Distribution of workers by age and gender**

Age group of workers	Sex of Workers		Total	
	Female	Male	%	N
Below 30 Years	31.0	34.9	32.7	49
30-50 Years	57.5	49.2	54.0	81
50+ Years	11.5	15.9	13.3	20
Total	100.0	100.0	100.0	150
Average age	36.1	38.4	37.1	

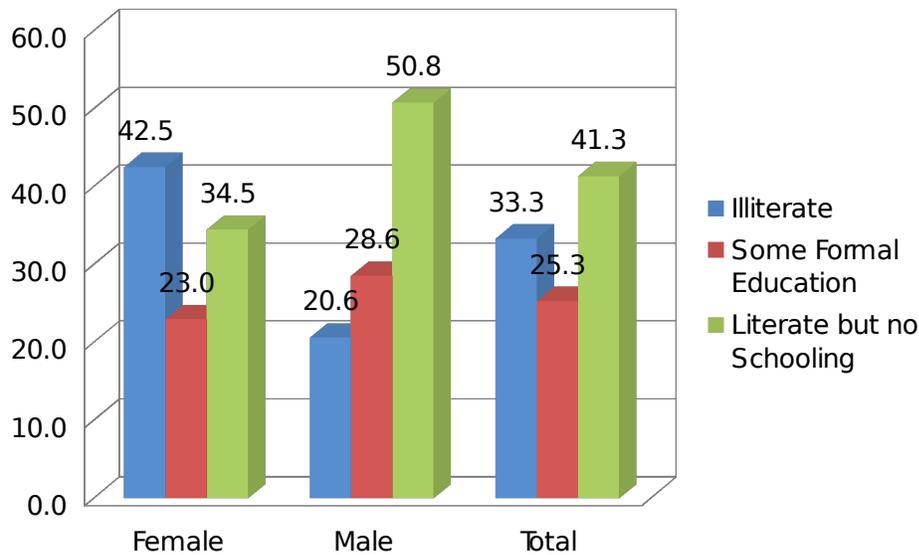
Literacy and educational status of the surveyed workers presented in Table 11 indicated that about 67% of the total, 58% of female and 79% of male workers are literate. Literate include both workers who have had some level of formal school education and learned to read and write with understanding doing simple arithmetic calculation without going to formal school. It indicated that about one third of the total, one fifth of male and above 42% of female workers are still illiterate.

**Table 11: Distribution of Respondents by Literacy/Educational Status and Gender**

Literacy/Educational Status	Sex of Respondents		Total	
	Female	Male	%	N
Illiterate	42.5	20.6	33.3	50
Some Formal Education	23.0	28.6	25.3	38
Literate but no Schooling	34.5	50.8	41.3	62
All Literate	57.5	79.4	66.7	100
Total	100.0	100.0	100.0	150

The literacy status of the workers more or less corroborates to the national literacy status of the population 5 and above given by national population census of 2011. According to the census the literacy rates are 66% for both sexes, 75% for male and 57% for female population at national level and the respective rates for national urban population are 82%, 89% and 75% (CBS, 2012 Table 25). Our study represents to the urban population, and compared to urban rates it seems bit lower than expectation, but it is obvious that the adult literacy rates above age 20 apparently tends to be lower than that of the over all literacy rates of population 5 and above. It is because of increasing universal access to education opportunities in recent years to the young age population compared to the corresponding opportunity of past.

**Figure 1: Respondent Workers by Literacy and educational status**



Average family size of a homemaker in Kathmandu valley is of five persons. It is bigger for male workers, workers aged 50 and above, illiterate or with no formal schooling and for Newars.

**Table 12: Distribution of Workers by number of children have had and family size by background characteristics**

Background Characteristics of Workers	Number of children have			Marr-ied (N)	Family Size of Workers			Total	
	2 and less	3 and More	Avg.		4 and Small	5 And bigger	Av g. Siz e	%	N
<b>Sex of Respondents</b>									
Female	50.0	50.0	2.5	86	39.1	60.9	4.6	100.0	87
Male	69.4	30.6	2.4	62	49.2	50.8	5.5	100.0	63
<b>Age group</b>									
Below 30 Years	83.0	17.0	1.7	47	63.3	36.7	4.2	100.0	49
30-50 Years	54.3	45.7	2.5	81	42.0	58.0	4.8	100.0	81
50+ Years	15.0	85.0	3.9	20		100.0	7.6	100.0	20
<b>Literacy/Education Level</b>									
Illiterate	24.0	76.0	3.3	50	18.0	82.0	5.4	100.0	50
Some Formal Education	75.0	25.0	1.9	36	68.4	31.6	4.2	100.0	38
Literate but no	75.8	24.2	2.0	62	48.4	51.6	5.1	100.0	62

Schooling								0	
<b>Caste/Ethnicity</b>									
Newar	54.7	45.3	2.8	53	27.8	72.2	5.9	100.0	54
Chhetri/Brahmin	52.4	47.6	2.4	21	47.6	52.4	4.5	100.0	21
Janajatis	57.9	42.1	2.2	57	50.9	49.1	4.5	100.0	57
Madheshis	69.2	30.8	2.3	13	69.2	30.8	4.2	100.0	13
Dalits	100.0		1.8	4	40.0	60.0	4.4	100.0	5
Total	58.1	41.9	2.4	148	43.3	56.7	5.0	100.0	150

This might be true because more male workers represents from non-migrant Newar community living in joint family and most workers of other caste/ethnic belongings are migrants from outside living in single (nuclear) family. Indicative from the Table 12 is that majority (57%) of the participant workers live in bigger family sizes (5 and more).

Distribution of workers by number of children revealed that on an average a married respondent have had 2.4 children. Obvious to expectation, children ever have had is higher for aged workers 50 and above, illiterate ones and to the Newar communities. On the whole 58% workers with tow and less children ever have had and 42% with three or more.

#### 2.2.4 Monthly family income

Distribution of workers interviewed workers according to monthly family income presented in Table 13 revealed that above 60% (61.5%) are from income level less than Rs. 10,000 (36% in between 5,500 and 10,000 and 25% less than 5,500) and 21% workers family is likely to draw more than 15,000 in a month.

**Table 13: Distribution of surveyed workers according to size of monthly family income and average income size by background characteristics**

Background Characteristics	% Workers by size of monthly family income				Avg. Monthly Income (Rs.)	Total	
	Rs. <=5,500	Rs. 5,500-10,000	Rs. 10,000-15,000	Rs. 15,000+		%	N
Sex of Respondents							
Female	34.3	41.8	14.9	9.0	7,731	100.0	67
Male	14.5	29.1	20.0	36.4	11,409	100.0	55
Education Level							
Illiterate	48.3	24.1	20.7	6.9	7,328	100.0	29
Some Formal Education	25.0	46.9	6.3	21.9	8,766	100.0	32
Literate but no Schooling	14.8	36.1	21.3	27.9	10,697	100.0	61
Caste/Ethnicity of Workers							

Newar	10.8	43.2	18.9	27.0	11,000	100.0	37
Chhetri/Brahmin	52.6	42.1		5.3	6,053	100.0	19
Janajatis	23.1	32.7	26.9	17.3	9,394	100.0	52
Madheshis	55.6	22.2		22.2	7,222	100.0	9
Dalits		20.0		80.0	14,000	100.0	5
Type of current work							
Agarbatti Making	93.3	6.7			4,033	100.0	30
Dhaka weaving	8.7	82.6	8.7		7,826	100.0	23
Wood works	6.7	46.7	26.7	20.0	10,667	100.0	15
Metal works		37.5	18.8	43.8	11,719	100.0	16
Wool and Carpet works		18.2	45.5	36.4	12,818	100.0	22
Clay and ceramics		37.5	12.5	50.0	13,438	100.0	16
Total	25.4	36.1	17.2	21.3	9,389	100.0	122

On average a worker's family is likely to derive slightly less than Rs. 10,000 (Rs. 9,389) in a month. The average earning level is higher for male workers, workers from Newar and Dalits communities (may be due to the involvement in family based handicraft works) and for wood, metal, wool and ceramics workers. It is lowest for Agarbatti packaging and Dhaka weaving workers.

#### 2.2.5 Work History and Current Work

Different production activities family of interviewed homeworkers ever involved as first activity summarized in Table 14 indicated that agriculture was the first production activity of 20% followed by clay and ceramics works for 17% and 16% each for construction labour, and wool/carpet works.

**Table 14: Distribution of workers according to their family's involvement in production of different goods/items (first type of production)**

Background Characteristics	Agriculture	Construction Labour	Own business	Carpet/wool	Dhaka weaving	Wood Works	Metal crafts	Clay/ceramics	Total	
									%	N
Sex of Respondents										
Female	20.7	18.4	8.0	17.2	8.0	3.4	14.9	9.2	100.0	87
Male	19.0	12.7	7.9	14.3	1.6	7.9	7.9	28.6	100.0	63
Age group										
Below 30 Years	20.4	16.3	6.1	18.4		6.1	22.4	10.2	100.0	49
30-50 Years	19.8	16.0	9.9	13.6	9.9	6.2	6.2	18.5	100.0	81
50+ Years	20.0	15.0	5.0	20.0			10.0	30.0	100.0	20
Education Level										
Illiterate	30.0	18.0	0.0	16.0	10.0		10.0	16.0	100.0	50
Some Formal Education	23.7	26.3	0.0	10.5		5.3	13.2	21.1	100.0	38



Sex of Respondents							%	N
Female	24.1	25.3	19.5	9.2	14.9	6.9	100.0	87
Male	14.3	12.7	20.6	25.4	11.1	15.9	100.0	63
Age group								
Below 30 Years	18.4	14.3	22.4	8.2	22.4	14.3	100.0	49
30-50 Years	19.8	24.7	18.5	17.3	8.6	11.1	100.0	81
50+ Years	25.0	15.0	20.0	30.0	10.0		100.0	20
Literacy/Education Level								
Illiterate	28.0	22.0	20.0	16.0	12.0	2.0	100.0	50
Some Formal Education	21.1	18.4	10.5	21.1	13.2	15.8	100.0	38
Literate but no Schooling	12.9	19.4	25.8	12.9	14.5	14.5	100.0	62
Caste/Ethnicity of Workers								
Janajatis	19.3	19.3	42.1	1.8	7.0	10.5	100.0	57
Newar	7.4	24.1	7.4	35.2	13.0	13.0	100.0	54
Chhetri/Brahmin	47.6	23.8	9.5		9.5	9.5	100.0	21
Madheshis	38.5	7.7		30.8	23.1		100.0	13
Dalits					80.0	20.0	100.0	5
Total	20.0	20.0	20.0	16.0	13.3	10.7	100.0	150

Workers involved in production of these goods are selected based on the assessment of trades made through institutional visits and preliminary insights gained from the trade unions and trades survey.

#### 2.2.6 Attributes of the Current work

The assessed attributes of the current works of the studied workers include persons to manage to get/involve in the work, persons to supply raw materials and to collect and or take the products to the traders or market. It further includes the worker's knowledge in which market (local, national and international market) their product goes to.

Majority of workers get the work through the contract of supervisor of the trades/factory or middleman/brokers (44%) followed by own-self (33%) and the rest 23% opined to get the work through the contract of other family relatives (Table 17).

**Table 17: Distribution of the surveyed workers according person managing to get the current work by background characteristics**

Background Characteristics	Supervisor/ Middleman	Own self	Other family member	Total	
				%	N
Sex of Respondents					
Female	48.3	27.6	24.1	100.0	87
Male	38.1	41.3	20.6	100.0	63
Age group					
Below 30 Years	49.0	34.7	16.3	100.0	49
30-50 Years	43.2	32.1	24.7	100.0	81
50+ Years	35.0	35.0	30.0	100.0	20
Education Level					
Illiterate	44.0	24.0	32.0	100.0	50
Some Formal Education	50.0	34.2	15.8	100.0	38
Literate but no Schooling	40.3	40.3	19.4	100.0	62
Caste/Ethnicity of Workers					
Janajatis	63.2	21.1	15.8	100.0	57
Newar	16.7	48.1	35.2	100.0	54
Chhetri/Brahmin	81.0	19.0		100.0	21
Madheshis	30.8	38.5	30.8	100.0	13
Dalits	0.0	60.0	40.0	100.0	5
<b>Total</b>	<b>44.0</b>	<b>33.3</b>	<b>22.7</b>	<b>100.0</b>	<b>150</b>

Substantial higher proportion of Chhetri/Brahmin (81%) and Janajatis (63%) than others got the work with the contract of supervisors or middleman. Workers from Dalits and Newar community manage it through personal contact and or family relatives.

Supervisors of the factory/trades followed by worker own-self and family members are the major persons to manage the supply of raw materials of the production. For instance, 50% respondents said to get raw materials from supervisors, 33% said to manage it either themselves or by family members and the rest 17% said to get the raw materials from middleman (Table 18).

**Table 18: Distribution of Surveyed workers according to persons to manage the supply of raw materials of the production**

Background Attributes	Supervisor of factory	Own-self/ Family members	Middleman	Total	
				%	N
Sex of Respondents					
Female	55.2	29.9	14.9	100.0	87
Male	42.9	38.1	19.0	100.0	63
Age group					
Below 30 Years	51.0	32.7	16.3	100.0	49
30-50 Years	51.9	32.1	16.0	100.0	81
50+ Years	40.0	40.0	20.0	100.0	20

Education Level					
Illiterate	58.0	30.0	12.0	100.0	50
Some Formal Education	52.6	23.7	23.7	100.0	38
Literate but no Schooling	41.9	41.9	16.1	100.0	62
Caste/Ethnicity of Workers					
Janajatis	71.9	22.8	5.3	100.0	57
Newar	24.1	50.0	25.9	100.0	54
Chhetri/Brahmin	76.2	14.3	9.5	100.0	21
Madheshis	23.1	38.5	38.5	100.0	13
Dalits	40.0	40.0	20.0	100.0	5
<b>Total</b>	<b>50.0</b>	<b>33.3</b>	<b>16.7</b>	<b>100.0</b>	<b>150</b>

### Box 2: Chain of raw materials supply

There lies a double-triple chain of the suppliers of raw materials for the trades related to the homebased productions in Kathmandu Valley. They are external suppliers from abroad and or outside markets, primary processors in the valley and local suppliers. External suppliers bring the raw materials either outside market of the country or from abroad. Primary processors bring the raw materials into the usable form and the local suppliers take the usable materials to the work places of the homeworkers.

For instance in case of Agarbatti production, the external suppliers supplies the substance rolled sticks packed in sacks either from Terai of Nepal or from India to Kathmandu. The primary processors in the Valley mixes fragrance in the rolled sticks and sort it according to fragrance quality/standard and size of sticks and sent for the packaging along with packaging materials via their own production supervisors or middleman. There lie layers of packaging contractors. Each contractor delivers the materials for packaging to the places of homeworkers.

Likewise, the rolls of plain cotton threads for the purpose of handloom or Dhaka weaving is supplied either from Butwal spinning mills of Nepal or from India. The plain threads then sent to dying/colouring and rolling in the local dying plants according to the preferred colour pattern of the concurrent Dhaka weavers. The dyied cotton yarn then taken by the local suppliers to the places of weavers. In case of wood and metal more or less the same chain of supply or raw materials operates. Wood is basically supplied from the national forest products and metal from outside markets.

The external suppliers bring the raw wool for the wool products and carpet knotting mostly from Tibet and New-Zealand. The local processors do washing and sorting works and send for carding. The carded wool then sent to spinning into yarn. The plain yarn then taken to dying plants and the dried yarn is sent for balling and knotting at the places of homeworkers. In each steps the supervisors of work plant, workers-own-self or middleman act as suppliers of raw materials. To the best opinion of workers factory supervisors, as like to the middleman also try to make margins out of their wage rate and exploit. Clay for making ceramics and pots and firing substances (husks, straws, dried tree leaves, coal and firewood) to bake the raw pots/ceramics are the major raw materials to be supplied in pottery/ceramics works. As the local natural resources are being depleted, the margin maximization intensity of suppliers of such raw materials tends to increase rapidly. It is the major concurrent problem faced by ceramics/pottery producers as homebased workers.

The chain of supply again involves in collection of the final products from the places of homeworkers. In response to this question, more than fifty per cent (51.3%) workers said their products have been collected by factory supervisors followed by taken to the trader's place or market by own-self or their family members (25/3%). Products of 18% workers to the market or trading places via middleman and some 5% said customers directly buy from their work yard (Table 19).

**Table 19: Distribution of surveyed workers according to persons to collect or take the products to the market or traders by background characteristics**

Background Characteristics	Own-self or family members	Supervisor of factory	Middlemen	Customer buy directly	Total	
					%	N
<b>Sex of Respondents</b>						
Female	23.0	56.3	19.5	1.1	100	87
Male	28.6	44.4	15.9	11.1	100	63
<b>Age group</b>						
Below 30 Years	32.7	49.0	14.3	4.1	100	49
30-50 Years	22.2	50.6	19.8	7.4	100	81
50+ Years	20.0	60.0	20.0		100	20
<b>Education Level</b>						
Illiterate	22.0	58.0	20.0		100	50
Some Formal Education	31.6	44.7	23.7		100	38
Literate but no Schooling	24.2	50.0	12.9	12.9	100	62
<b>Caste/Ethnicity of Workers</b>						
Janajatis	19.3	70.2	5.3	5.3	100	57
Newar	35.2	31.5	24.1	9.3	100	54
Chhetri/Brahmin	4.8	61.9	33.3		100	21
Madheshis	38.5	38.5	23.1		100	13
Dalits	40.0	40.0	20.0		100	5
Total	25.3	51.3	18.0	5.3	100	150

Involvement of factory supervisor and or middlemen to collect the final products from the homeworkers places is apparently high for female, aged and illiterate and Janajatis and Chhetri/Brahmin workers than other attributes of the workers. This clearly indicated that female, illiterate or with lower level education, aged and Janajatis and Chhetri/Brahman workers are at high risk of exploitation of their earned wage rate as intermediated by the agents involved in the supply of raw materials and collection of finished products.

Nearly 70% of the 150 interviewed workers opined of their knowledge about where their products go for marketing. Cent-per-cent of the clay/ceramics and wood workers 73% each of Dhaka producers and wool/carpet workers and 40% each of agarbatti and metal workers know about the market places where their product go for. Likewise the respective knowledge is relatively high for male workers and workers with some formal education and for Newar and Janajati workers.

**Table 20: Distribution of Surveyed Workers according to their Knowledge status of marketing of their products by background characteristics**

Background Characteristics	% Know marketing of their products	Kathman du only	All over the country	Goes both national and international market	Total	
					%	N
<b><i>Sex of Respondents</i></b>						
Female	66.7	46.6	8.6	44.8	100.0	58
Male	73.0	54.3	2.2	43.5	100.0	46
<b><i>Education Level</i></b>						
Illiterate	64.0	68.8	3.1	28.1	100.0	32
Some Formal Education	86.8	42.4	6.1	51.5	100.0	33
Literate but no Schooling	62.9	41.0	7.7	51.3	100.0	39
<b><i>Caste/Ethnicity of Workers</i></b>						
Newar	81.5	68.2	4.5	27.3	100.0	44
Janajatis	75.4	30.2	9.3	60.5	100.0	43
Chhetri/Brahmin	42.9	22.2		77.8	100.0	9
Madheshis	46.2	100.0			100.0	6
Dalits	40.0	50.0		50.0	100.0	2
<b><i>Type of Current Work</i></b>						
Clay and ceramics	100.0	94.2	5.8		100.0	24
Dhaka weaving	73.3	18.2		54.5	100.0	22
Wool and carpet works	73.3	18.2		81.8	100.0	22
Wood works	100.0	50.0		50.0	100.0	16
Agarbatti Making	40.0	72.3	27.3		100.0	12
Metal works	40.0			100.0	100.0	8
<b>Total</b>	<b>69.3</b>	<b>50.0</b>	<b>5.8</b>	<b>44.2</b>	<b>100.0</b>	<b>104</b>

Of the workers who know about the marketing of their products, 50% said it goes in local market of Kathmandu valley and 44% opined it goes both in national and international markets (Box --).

More than 82% of wool/carpet workers, and cent-per-cent of the metal craft workers who knows of marketing of their products said it goes in international markets along with national market (Table 20).

### 2.2.7 Time to complete per Lot of Work

In response to time given or required to complete per lot of work 40% workers said they are allowed to take time as they needed to complete it, some 24% said to complete it within one week of the delivery of raw materials and 21% complete it within one month (Table 21). In most of the cases majority of the workers opined to get the needed time to complete the assignment followed by within one week.

**Table 21: Distribution of workers according to time given to complete per lot of work by background characteristics**

Background Characteristics	One week	Two weeks	One Month	As needed to complete	Total	
<b><i>Sex of Respondents</i></b>					%	N
Female	23.0	18.4	18.4	40.2	100.0	87
Male	25.4	9.5	25.4	39.7	100.0	63
<b><i>Education Level</i></b>						
Illiterate	38.0	20.0	8.0	34.0	100.0	50
Some Formal Education	21.1	10.5	15.8	52.6	100.0	38
Literate but no Schooling	14.5	12.9	35.5	37.1	100.0	62
<b><i>Caste/Ethnicity of Workers</i></b>						
Janajatis	19.3	14.0	28.1	38.6	100.0	57
Newar	20.4	20.4	14.8	44.4	100.0	54
Chhetri/Brahmin	38.1	4.8	23.8	33.3	100.0	21
Madheshis	38.5	15.4	15.4	30.8	100.0	13
Dalits	20.0		20.0	60.0	100.0	5
<b><i>Type of current work</i></b>						
Agarbatti Making	60.0	13.3	13.3	13.3	100.0	30
Dhaka weaving		20.0	26.7	53.3	100.0	30
Wool and carpet works		13.3	53.3	33.3	100.0	30
Clay and ceramics	33.3	33.3		33.3	100.0	24
Metal works	40.0		10.0	50.0	100.0	20
Wood works	12.5		12.5	75.0	100.0	16
<b>Total</b>	<b>24.0</b>	<b>14.7</b>	<b>21.3</b>	<b>40.0</b>	<b>100.0</b>	<b>150</b>

Time needed to complete one lot of assignment depends on the type and nature of work. For Potters/ceramics workers one lot of work implies completion of one tractor of clay/soil, whereas for carpet knitters and Dhaka weavers it is completion of knotting/weaving one loom of given size. In case of agarbatti packers it includes packing of one sack in gross basis and for metal and wood workers it may ranges from a single to multiple pieces according to size of crafts (Box 3).

Therefore, time needed to complete one lot of assignment of each type of products varies from one lot to another lot and shift from one size to another size of work.

### 2.2.7 Wage and Wage payment basis

Workers interviewed for the purpose of this assessment are wage dependent working for piece rate basis. The piece rate basis of wage determination depends on the nature of products. Carpet knitters and Dhaka weavers are paid on metre or square metre basis, metal, wood (if the pieces of crafts are smaller) and clay/ceramics workers are paid on per piece basis, agarbatti packers get wage rate on gross basis, the wool yarn spinner and balers are paid in per KG basis of wool and in case of bigger size of metal and wood crafts work, the workers are paid in terms of feet or cubic feet basis.

Data presented in Table indicated higher proportion (36%) of workers are paid wage rate in metre or square metre basis. On average, they are NPR 513 for per metre of work. Per metre rate for Dhaka weavers ranges from Rs. 125 to 250, whereas in case of carpet knitting it is above Rs. 800. Agarbatti packers get Rs. 20 for one gross of packing (a bundle of 12 pockets) and for the balling of one KG wool yarn it is paid Rs. 25 (Box 3).

**Table 22: Distribution of Workers according to basis of wage payment and average wage rate given per unit**

Unit or basis of measurement for wage payment	Number	Percent	Avg. Wage rate (NPR)		N
			Mean	Median	
Per metre/sq.metre	54	36.0	513	550	52
Per piece	50	33.3	1443	120	50
Gross or dozen	30	20.0	20	20	30
Per feet/cubic feet	6	4.0	1600	1200	6
Per KG	4	2.7	25	25	4
Others	4	2.7	4900	4900	4
Do not Know	2	1.3			
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>882</b>	<b>125</b>	<b>146</b>

### **Box 3: Time needed to complete per lot of work and wage**

Agarbatti packers said to pack 5 to 7 gross a day and to get Rs. 20 for per gross of packing. Wool yarn rollers can make 10-15 balls of 1 KG yarn and get Rs. 25 for per ball. Depending on types and nature of pots and ceramics, a potter needs 5 to 7 days to finish one tractor of clay and get wage rate accordingly. For instance, to make one medium sized earthen flower vase they are paid in between 20-30. It needs 35 days or more in knitting of 12\*12 feet carpet (144 square feet) for four persons in a loom and the wage they get for it is about Rs.40,000. Similarly others said according to style, pattern, design and thickness of yarn and number of knots per square inches, the time needed to finish knotting may take two or more than two months. Depending upon the style and pattern, Dhaka weavers claimed to needed one week and more time to complete one loom (approx 10 metres of clothes). Metal workers doing scrubbing, rubbing, polishing and shining work claimed to complete one piece of work within one day to more than one month and to get wage rate in inch or feet basis of measurement. For finishing of one feet height statue (idol) metal workers are paid up to Rs. 1,200. In case of wood workers, time needed to complete assignment and wage rate both varies by nature of

work and style of curving. To make one miniature of traditional Nepali window<sup>12</sup> sized 18”\*18” for a wood workers is needed near about one week and the wage rate paid for it is about 3000.

In almost all instances of observation, for the majority of workers, the periodicity of getting wage earning or payment of work is after delivery of each lot of work (60%) followed by monthly basis (36%). Some 4% even said it is either daily basis or on the employer’s convenience (Table 23). Cent per cent of the agarbatti workers get wage in monthly basis and majority of Dhaka weavers (53%) also get wage earning in monthly basis. In other instances of production after delivery of the work is the basis of payment. Workers like carpet knotting and finishing metal crafts needed longer time to deliver the final products (more than one month) may get some portion of wage as in advanced on weekly or fortnight basis based on the measurement of work done until the date (Box 4).

**Table 23: Distribution of Surveyed workers according to timing or frequency of getting wage of current work by background characteristics**

Background Characteristics	After delivery of each lot’s work	Monthly	Daily or employer's Convenience	Total	
				%	N
<b>Sex of Respondents</b>					
Female	54.0	44.8	1.1	100.0	87
Male	68.3	23.8	7.9	100.0	63
<b>Education Level</b>					
Illiterate	38.0	52.0	10.0	100.0	50
Some Formal Education	65.8	31.6	2.6	100.0	38
Literate but no Schooling	74.2	25.8	0.0	100.0	62
<b>Caste/Ethnicity of Workers</b>					
Janajatis	63.2	36.8	0.0	100.0	57
Newar	68.5	20.4	11.1	100.0	54
Chhetri/Brahmin	23.8	76.2	0.0	100.0	21
Madheshis	53.8	46.2	0.0	100.0	13
Dalits	100.0		0.0	100.0	5
<b>Type of current work</b>					
Agarbatti Making		100.0	0.0	100.0	30
Dhaka weaving	46.7	53.3	0.0	100.0	30
Wool and carpet works	86.7	13.3	0.0	100.0	30
Clay and ceramics	83.3		16.7	100.0	24
Metal works	70.0	20.0	10.0	100.0	20
Wood works	100.0		0.0	100.0	16
Total	60.0	36.0	4.0	100.0	150

**Box 4: Provision to get partial wage for daily subsistence**

Workers doing carpet knotting and cleaning of metal statue those responded the question ‘when they get the wage earning’ as after delivery of the current work were further inquired about how they manage daily survival when the delivery periods prolongs more than one month. The response was in weekly or fortnightly supervisors of the factory visit to the work place, take measurement of the work accomplished until the date and give some money that makes 75-80% wage of the completed work by then. The remaining final payment then is made after delivery of the final product.

Keeping records of own work by the surveyed homeworkers is uncommon to 90% or more on the contrary, 77% or more know that their employers keeps records of their daily or per lots work on individual basis of the workers and 21% workers are unaware whether the employers keep daily records of their work and earnings personally or not (Table 24). Record keeping practice of owns current work and earnings made form it is relatively high for male, literate but no schooling, Newars and Dalits workers and workers doing production of wood crafts, Dhaka and metal crafts.

**Table 24: Distribution of surveyed workers according to status of keeping record of income from the current work own self and by factory/employers by background characteristics**

Background Characteristics	Keeping record of earnings from this work			Record keeping of her/his work by the employers			Total	
	Yes	No	Total (N)	Yes	DK	No	%	N
Sex of Respondents								
Female	8.0	92.0	87	85.1	14.9		100.0	87
Male	11.1	88.9	63	66.7	30.2	3.2	100.0	63
Education Level								
Illiterate	4.0	96.0	50	78.0	22.0		100.0	50
Some Formal Education	5.3	94.7	38	71.1	28.9		100.0	38
Literate but no Schooling	16.1	83.9	62	80.6	16.1	3.2	100.0	62
Caste/Ethnicity of Workers								
Janajatis	8.8	91.2	57	93.0	7.0		100.0	57
Newar	13.0	87.0	54	50.0	46.3	3.7	100.0	54
Chhetri/Brahmin	4.8	95.2	21	100.0			100.0	21
Madheshis		100.0	13	76.9	23.1		100.0	13
Dalits	20.0	80.0	5	100.0			100.0	5
Type of current work								
Agarbatti Making		100.0	30	100.0			100.0	30

		0					0	
Dhaka weaving	20.0	80.0	30	80.0	20.0		100.0	30
Wool and carpet works		100.0	30	100.0			100.0	30
Clay and ceramics		100.0	24	16.7	83.3		100.0	24
Metal works	20.0	80.0	20	90.0	10.0		100.0	20
Wood works	25.0	75.0	16	62.5	25.0	12.5	100.0	16
Total	9.3	90.7	150	77.3	21.3	1.3	100.0	150

In most instances of observation, higher proportions of workers are assured that employers keep records of their work and wage earning individually. This over faithfulness of workers over employers might be because of own incapacity of workers to maintain records personally and or assurance of employers to not to do any frauds over their work and earnings. This context may lead to the context of over exploitation to the workers. This condition suggests for initiatives for capacity building approaches and activities for both productivity enhancement and maintaining work and wage earning records personally targeting to the homebased workers.

#### 2.2.8 Liking of the current work and incidences of cheating

Worker's satisfaction from the current work employment and having recognition to be worthwhile something to hold the work occupation is considered important component of the concept of ILOs' decent work. Accordingly, this assessment attempted to understand to what extent the surveyed homeworkers like the current work they are doing. The corresponding statistics presented in Table 25 revealed that slightly less than two third of them (64%) like the current work, bit less than one third (32%) do not like it and the rest 4% are in undecided state whether to like or not like.

**Table 25: Distribution of surveyed workers according to their likeliness of current work by background characteristics**

Background Characteristics	Yes, Like	No, Do not like	Not to say anything	Total	
				%	N
<b>Sex of Respondents</b>					
Female	55.2	40.2	4.6	100.0	87
Male	76.2	20.6	3.2	100.0	63
<b>Education Level</b>					
Illiterate	64.0	32.0	4.0	100.0	50
Some Formal Education	76.3	18.4	5.3	100.0	38
Literate but no Schooling	56.5	40.3	3.2	100.0	62
<b>Caste/Ethnicity of Workers</b>					
Janajatis	61.4	35.1	3.5	100.0	57
Newar	74.1	22.2	3.7	100.0	54

Chhetri/Brahmin	52.4	47.6		100.0	21
Madheshis	46.2	38.5	15.4	100.0	13
Dalits	80.0	20.0		100.0	5
<b>Type of current work</b>					
Agarbatti Making	46.7	53.3		100.0	30
Dhaka weaving	60.0	26.7	13.3	100.0	30
Wool and carpet works	46.7	53.3		100.0	30
Clay and ceramics	100.0			100.0	24
Metal works	70.0	20.0	10.0	100.0	20
Wood works	75.0	25.0		100.0	16
<b>Total</b>	<b>64.0</b>	<b>32.0</b>	<b>4.0</b>	<b>100.0</b>	<b>150</b>

Majority of wool and carpet workers and agarbatti packaging workers do not like (53% each) the work they are doing currently. The reasons for not liking are the role of supervisor and or middleman, health hazards associated to the work and exploitation in wage payment.

Reasons for liking of the work are this is the skill what I can earn some for personal and family maintenance (58%), use of the leisure time after and before of household chores, the work is far better than doing agriculture works in villages, our skill goes to the international market and carrying on the family traditional occupation both as means of survival and spreading ancestral arts in national and international market (Table 26).

**Table 26: Distribution of surveyed workers according to liking and or dis-liking of the current work**

Reasons for liking or dis-liking	Yes, Like	No, do not like	Total
This is what I can do with my skill, and could earn some to live	58.3	8.3	41.7
Compel to work, no other job is available		41.7	13.9
Supervisor employer cheat more		33.3	11.1
Use of the rest time after and before household chores	6.3		4.2
This is better than working at village	6.3		4.2
Risky for health, unhealthy working environment, dust, cold		16.7	5.6
Our skills goes to international market	12.5		8.3
Family occupation, so like it	16.7		11.1
Total (%)	100	100	100
Total (N)	96	48	144

Some of the representatives sayings of workers made regarding whether say to like of the work or not like are as following:

- We can take it from dual aspects, from the aspect of income and earning there is no place to say, yes I like the work. Meanwhile, we are not in a position to say do not like, because it is our traditional family occupation and our skills goes to international markets too,
- We need to be satisfied with the skills we learned to earn,

- Like the occupation but the depletion of natural resources and unavailability of raw materials threatened the continuation of the occupation,
- Traditional crafts which had no earning for living and marketing scope of the product before is gradually gaining importance among consumers at national and international markets,
- This is the skill what we learned for survival and living.

The foregone issues clearly indicated that if effective policy and intervention measures are adopted to eliminate exploitative intermediation of workers through third party contract (production supervisors and or middlemen) and improved working and environment as per the occupational health safety standards most of the homebased workers are likely to prefer the current work they are doing.

In Table 27 attempt is made to summarize statistics on experience of interviewed workers ever not paid of the earned wage rate by the employers and rejection of their products accusing of being sub-standard in quality and finishing. More than 55% (56%) of the workers opined of having experience of not paid of the earned wage rate by employers and 53% have experience of frequent rejection of the products. Workers were of the view that employer or their production supervisors always trying to find out minor clues to reduce in giving the earned wage rate. Hence, cases of rejection increase if workers do not agree with the found minor clues of defect in the product.

**Table 27: Distribution of surveyed workers according to experience of ever not given of the earned wage and rejection of the product blaming of sub-standard by background characteristics**

Background Characteristics	Ever not giving of wage/earning		Ever rejection of the products due to sub-standard				Total %	N
	Yes	No, never	No, Never	Very rare	Yes, often			
Sex of Respondents								
Female	56.3	43.7	35.6	11.5	52.9	100.0	87	
Male	55.6	44.4	36.5	9.5	54.0	100.0	63	
Education Level								
Illiterate	52.0	48.0	40.0	12.0	48.0	100.0	50	
Some Formal Education	63.2	36.8	47.4	5.3	47.4	100.0	38	
Literate but no Schooling	54.8	45.2	25.8	12.9	61.3	100.0	62	
Caste/Ethnicity of Workers								
Janajatis	43.9	56.1	35.1	10.5	54.4	100.0	57	
Newar	81.5	18.5	24.1	13.0	63.0	100.0	54	
Chhetri/Brahmin	38.1	61.9	47.6	4.8	47.6	100.0	21	
Madheshis	23.1	76.9	69.2	15.4	15.4	100.0	13	
Dalits	80.0	20.0	40.0		60.0	100.0	5	
Type of current work								
Agarbatti Making	13.3	86.7	86.7	13.3	0.0	100.0	30	
Dhaka weaving	93.3	6.7		20.0	80.0	100.0	30	

Wool and Carpet work	20.0	80.0	26.7		73.3	100.0	30
Clay and ceramics	83.3	16.7	50.0	16.7	33.3	100.0	24
Metal works	70.0	30.0	20.0	10.0	70.0	100.0	20
Wood works	75.0	25.0	25.0		75.0	100.0	16
Total	56.0	44.0	36.0	10.7	53.3	100.0	150

Substantially higher proportion of workers doing Dhaka weaving, clay/ceramics works metal and wood works have experiences of ever not paying of the earned wage rate. More or less the same pattern (except that of clay/ceramic) holds true in case of rejection of their products accusing of being sub-standard.

### 2.2.9 Training and financial support

The participant workers in the survey were inquired about the status of getting occupation related training to modernize the occupation and enhance the productivity and getting loan or financial support. In response, about 85% workers found not getting of training and loan from any organizations. The mere 15% received any of the training or loan, mainly comprises loanee from local cooperatives and trainees of private traders or producers (Table 28). Compared to other producers, relatively higher proportion of Dhaka weavers and wool and carpet workers seems to have got training and or loan for the continuation of the occupation. Workers claimed to have learned the work skills of current production either by transfer of the family/ancestral skill in case of traditional occupations, agarbatti packers learned it learning by doing and so is the case of Dhaka weavers and carpet knitters and others.

**Table 28: Distribution of surveyed workers according to status of receiving training and or financial support, loan to enhance the productivity by background characteristics**

Background Characteristics	Got training or loan	Got nothing	Total	
			%	N
Sex of Respondents				
Female	18.4	81.6	100.0	87
Male	11.1	88.9	100.0	63
Education Level				
Illiterate	12.0	88.0	100.0	50
Some Formal Education	18.4	81.6	100.0	38
Literate but no Schooling	16.1	83.9	100.0	62
Caste/Ethnicity of Workers				
Janajatis	17.5	82.5	100.0	57
Newar	18.5	81.5	100.0	54
Chhetri/Brahmin	14.3	85.7	100.0	21
Madheshis	0.0	100.0	100.0	13
Dalits	0.0	100.0	100.0	5
Type of current work				
Agarbatti Making	0.0	100.0	100.0	30
Dhaka weaving	33.3	66.7	100.0	30
Wool and carpet work	26.7	73.3	100.0	30
Clay and ceramics	0.0	100.0	100.0	24

Metal works	10.0	90.0	100.0	20
Wood works	18.8	81.3	100.0	16
Total	15.3	84.7	100.0	150

#### 2.2.10 Worker's preference to be organized

Organization status of workers gives visibility of their works, guarantees occupational and social security, establish bargaining capacity and for the guarantee of women workers security and maternity rights, which evident from the workers perception of for the need to be organized. Organized or un-organized status of workers presented in Table 8 cleared that about 30% workers and organized to any NGO networks, occupational groups and trade unions and the majority 70% are un-organized. A supplementary question on the need to be organized or not of the homebased workers was asked to the surveyed workers and found that over three fourth of the workers prefers to be organized, none of them opined for the no need to be organized and nearly one-fourth are in a position not to say whether to be organized or not (Table 29).

Relatively higher proportion of male than females, literate and with some formal education than illiterate, Chhetri/Brahmin and Janajatis, Dhaka weavers, wood crafts workers and wool and metal workers prefer to be organized.

**Table 29: Distribution of surveyed workers according to their perception on need of themselves to be organized for the social and occupational security by background characteristics**

Background Characteristics	Yes, needed	Do not know	Total	
			%	N
<b><i>Sex of Respondents</i></b>				
Female	70.1	29.9	100.0	87
Male	82.5	17.5	100.0	63
<b><i>Education Level</i></b>				
Illiterate	52.0	48.0	100.0	50
Some Formal Education	81.6	18.4	100.0	38
Literate but no Schooling	90.3	9.7	100.0	62
<b><i>Caste/Ethnicity of Workers</i></b>				
Janajatis	75.4	24.6	100.0	57
Newar	70.4	29.6	100.0	54
Chhetri/Brahmin	95.2	4.8	100.0	21
Madheshis	69.2	30.8	100.0	13
Dalits	60.0	40.0	100.0	5
<b><i>Type of current work</i></b>				
Agarbatti Making	46.7	53.3	100.0	30

			0	
Dhaka weaving	86.7	13.3	100.0	30
Wool and carpet works	80.0	20.0	100.0	30
Clay and ceramics	79.2	20.8	100.0	24
Metal works	80.0	20.0	100.0	20
Wood works	87.5	12.5	100.0	16
Total	75.3	24.7	100.0	150

Reasons for workers to be organized as per the workers view point are for the guarantee of women's work security and maternity benefits (33%), for the guarantee of social and occupational safety (25%), to be united for the worker's rights (23%) and for the job security (16%) (Table 30).

**Table 30: Distribution of workers by reasons to be organized**

Reasons needed to be organized	Frequency	Percent
For the guarantee of women's security, work and maternity benefits	38	33.3
For the guarantee of social and occupational safety	28	24.6
To be united and strong for the workers right	26	22.8
For job security	18	15.8
Do not know	4	3.5
Total	114	100.0

## ***Chapter III: Conclusion and Recommendations***

### ***3.1 Conclusions***

From the foregone discussion we can draw some of the policy implacable conclusion as following:

- Though other types of homebased production activities and trades operated through this process are prevelant in Kathmandu Valley, trades identified for the further study by this assessment are agarbatti (fragrance sticks) production, Dhaka weaving, wood and metal crafts works, wool and carpet works and clay and ceramics production. These sectors have been selected for the reasons of employing relatively higher number of homebased workers, volume of trades spread within national and international markets.
- Presence of middleman and factory's production supervisor is rampant to work as first contact person to manage to get the work for the workers, supply of raw materials and collection of the produced goods. This work, raw material supply and products collection mechanisms is believed to exploit workers by not expropriating the real value of their productivity.
- Majority of the workers are aware of the market places where their product goes for marketing.
- Majority workers get the needed time to complete per lots of works. The basis of wage payment depends on the different units of measurements i.e. metre/square metre, KG, feet/cubic feet, per piece and others. The wage rate depends on the types of the measurement unit or size of the produced items. Final payment of the products workers get after delivery of the works of each lot. However, a sizable portion of workers get wage earning in monthly basis too.
- Workers are less inclined to keep the records of their work and earning from the current work own-self, but they are aware of the employers keeping the record individually. Records kept only from employer's side may have been manipulated to exploit the workers. This implies that workers are at needs of capacity enhancement for the purposes.
- Though majority of workers likes the current work, for a number of reasons, a substantial portion of them even dis-like it due to associated occupational health hazards, low level of wage, income earning and due to the behavior of supervisors and middleman.
- Exploitation of workers by employers by not giving the earned wage on time and or never giving (ever experiences) and rejection of the products in the name of sub-standard quality and finishing implies need of workers security getting the earned wage rate on time and setting up of a minimum standard of quality products to minimize the cases of products rejection. This can be done by policy reform, organizing workers for their visibility and provision of basic and refresher training for the workers to enhance both productivity and assurance of minimum quality standard. The workers survey clearly indicated that homeworkers are doing the production of goods with raw skills on the basis of learning by doing and learning from family seniors.

- Well above 70% of the homeworkers are unorganized, though 75% or more of them are of the view need to be organized for a number of reasons of work employment and social security, to establish workers bargaining capacity, reduce chances of exploitations and assurance of women workers rights and maternity benefits.

### ***3.2 Recommendations***

Some of the recommendations to conduct supply-chain study of the trades derived from this assessment process among others are as following:

- It is imperative to conduct supply-chain study of the said six sectors of trades perceiving that number of workers in these sectors are relatively high. Accordingly number of traders and agents involved in different process of production and supply and marketing of raw materials and produced goods are also bigger,
- Supply chain study should attempt to figure out the ways to lessen the third party involvement (middleman and production supervisors) as key agent in the production process who is more prominent to exploit workers,
- There is need to find out the ways to sensitize and motivate homebased workers to be organized in any of occupational based associations, NGO networks and trade union movements to make visibility of their works and others,
- It is necessary to make appropriate provision to impart homeworkers with occupational training and soft loan through a number of workers welfare based mechanisms.

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## **Appendix I: Institutions, Trades and Trade-unions Consulted in the Process of Assessment**

The following government institutions, trade unions, entrepreneurs and organizations of home-based workers have been visited for the consultation on the matter.

S.N	Institution, Trade-unions and Trades	Persons consulted
1.	Government of Nepal, Ministry of Industry, Commerce and Supplies, Development Committee of Cottage and Small Industries (DCSI), Tripureshwor, Kathmandu Nepal,	Mr. Ghanaraj Panta, Co-executive Director
2.	General Federation of Nepalese Trade Unions (GEFONT), Manmohan Labour Building, Putalisadak, Kathmandu Nepal. Tel: ++977-1-4168000; email: <a href="mailto:dfa@gefont.org">dfa@gefont.org</a> .	Ms. Bindu Shrestha, President, Homebased workers union
3.	Nepal Trade Union Congress Independent (NTUC-I), Shantinagar-34, Kathmandu. Tel: ++977-1-4107754; email: <a href="mailto:ntuc@wlink.com.np">ntuc@wlink.com.np</a> .	Mr. Khila Dahal, General Secretary, Ms. Usha Bhandari
4.	Homenet Nepal, Babarmahal, Kathmandu Nepal. Tel: +977-1-4229137; email: <a href="mailto:homenetnp@wlink.com.np">homenetnp@wlink.com.np</a> .	Mr. Om Thapaliya, Ms. Mina Magarati
5.	SABAH Nepal (SAARC Business Association of Home-based Workers in Nepal), Naya Nagar, Kusunti, Lalitpur Sub-Metropolitan-13. Tel: ++977-1-5546809; email: <a href="mailto:info@sabahnp.org">info@sabahnp.org</a> .	Ms. Ashma Bhatta
6.	<a href="#">Federation of Woman Entrepreneurs Associations of Nepal</a> (FWEAN), Ramshah path, Putalisadak, Kathmandu. Tel: ++977-1-2003080; email: <a href="mailto:fewan.info@gmail.com">fewan.info@gmail.com</a> .	Ms. Pragnya Maharjan
7.	Federation of Handicraft Associations of Nepal (FHAN), Upama Marga-11, Thapathali, Kathmandu. Tel: ++977-1-4244231.	Mr. Dilip Khanal, Director
8.	Nepal Carpet Association	
9.	Nepal ceramics association	

### **Trades visited are**

1. Hayagriva wood curving, Bungmati, Lalitpur,
2. Sahashrabhuj Murti Udhyog, Okubahal, Lalitpur,
3. Grihalaxmi Dhup Udhyog, Kathmandu, Mahankal,
4. Lila wool Yarn supply centre, Gokarna, Kathmandu
5. Kumari carpets, Chabel, Kathmandu,
6. Tej and Prabin Dhaka Udhyog, Lubhu, lalitpur,
7. Rai Dhaka Udhyog, Kirtipur, Kathmandu
8. PMP Dhaka Udhyog, Luvu, lalitpur,
9. Prajapati Ceramics, Thimi, Bhaktapur

## **Appendix II: Checklist of Institutional, trades and trade-unions survey**

According to the ILO Convention-177, adopted on 20<sup>th</sup> June 1996 there should be National policy ensuring social protection & maternity protection, National minimum wage, right to organize and bargain collectively, National Statistics on Home-Workers. Though Nepal has ratified most of the ILO conventions, the country has not ratified this convention till the date.

In this connection, endeavour of this RA is to solicit the following information about the home-based workers and major trades operated through the production and services of home-based workers within the Kathmandu valley.

- What we should understand about the term Home-based workers and what may be the policy measures publicly adopted in Nepal for the social and occupational safety and rights of such workers?
- In your or your institution's knowledge, what are the most popular trades (industry, productions, or business) operating in Kathmandu valley based on the production or services of home-based workers?
- Among those, workers affiliated to which trades are mostly organized (either in production organizations or in trade-unions) and which are mostly un-organized?
- According to the major trades, what may be the size of such home-based workers in Kathmandu valley?
- Women or men who may be in bigger size among the workers involved in home-based production activities?
- What types of programme of activities (policy lobbying, advocacy, bringing into collective organization and so forth) does your organization has been carrying out or implementing for the rights and safety of such home-based workers?
- What may be the major terms and conditions of work in between Home-based workers and traders of their productions? (such as employers or employee; capital investment; supply of raw materials; freedom of choosing or changing traders and so forth).
- What may be the clustering (location of settlement) of home-based workers according to the goods they produce in Kathmandu Valley?

-: Thank You :-

### **Appendix III: Workers Survey Questionnaire**

## **Rapid Assessment of Trades Employing Homebased Workers in Kathmandu Valley Questionnaire for homeworkers in Supply-Chain Study**

### Section I: Identification and Preliminaries

- Survey No.: \_\_\_\_\_
101. Current residence: District, Municipality/VDC of the Survey: \_\_\_\_\_;  
\_\_\_\_\_ Ward No.: \_\_\_\_\_; Tole/Locality: \_\_\_\_\_
102. Name and Caste/Ethnicity of respondent.  
Name: \_\_\_\_\_; Caste/Ethnicity \_\_\_\_\_
103. Age and Gender of respondent:  
Age \_\_\_\_\_;  
Gender: Female .....1; Male ..... 2
104. Educational Status of the respondent: \_\_\_\_\_
105. Marital Status of the respondent.  
Married .....1  
Unmarried .....2  
Widow .....3  
Divorced/Separated .....4
106. If married, number of children have had: \_\_\_\_\_
107. Family size of the respondent: \_\_\_\_\_
108. Monthly household income in NPR: \_\_\_\_\_
109. Cell No: \_\_\_\_\_ (if agreed to give), otherwise .....2.

### *Section II: About work/Occupation*

201. How many different jobs from home have you ever had?  
a. \_\_\_\_\_  
b. \_\_\_\_\_  
c. \_\_\_\_\_
202. What type of work you are doing now?  
\_\_\_\_\_
203. How did you manage to get this work?  
Own-self .....1  
Relatives .....2

Factory Supervisor .....3  
Middleman .....4  
Others (specify)\_\_\_\_\_

204. Who supplies you the raw materials?

Own-self ..... 1  
Relatives .....2  
Factory Supervisor .....3  
Middleman .....4  
Others (specify)\_\_\_\_\_

205. Who collects your product?

Deliver own-self or family relatives .....1  
Factory Supervisor .....2  
Middleman .....3  
Others (specify)\_\_\_\_\_

206. Do you know where the final product of your work goes? Yes..... 1; No..... 2.

207. If yes (please mention the place) where? National market: \_\_\_\_\_  
International market: \_\_\_\_\_

208. How many days are you given to finish per lot of work?

One week.....1  
Two weeks .....2  
One month .....3  
As much as it takes .....4  
Others (Specify)\_\_\_\_\_

209. How much do you earn for per piece of your work? In NPR \_\_\_\_\_

210. Do you keep any record of your income? Yes ..... 1; NO..... 2

211. How do you receive payment for your work?

Daily.....1  
Weekly.....2  
Monthly .....3  
After delivery of each lot .....4  
Others (Specify)\_\_\_\_\_

212. Does the person/organisation to whom you submit your work keep any record?

Yes.....1  
No.....2  
Do not know .....8

213. Do you like your job? Yes.....1; No.....2; Indifference .....3.

If yes or no (both), why? \_\_\_\_\_

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

- Yes, very often .....1  
 Yes, sometimes.....2  
 No, never .....3
215. How often have you faced rejection to your work because of poor quality/ finishing?  
 Never..... 1  
 Rarely..... 2  
 Sometimes .....3  
 Frequently.....4
216. Have you ever received training/credit from any organization that has helped you to enhance your capacity as a home worker?  
 Yes, received training .....1  
 Yes, received credit .....2  
 Yes, received both .....3  
 No, received no thing .....4
217. If yes, please mention the name/type of the helping organization.  
 Name: \_\_\_\_\_  
 Type of the organization:  
 NGO ..... 1  
 Government Organization .....2  
 Cooperative.....3  
 Private ..... 4  
 Others (Specify)\_\_\_\_\_
218. Are you a member of any organization?  
 Yes.....1  
 No.....2
219. Do you think that HBWs should be organized?  
 Yes.....1  
 No.....2  
 If yes or no (both), why? \_\_\_\_\_

Thank you for your cooperation and invaluable time