

# REPORT OF THE FIRST MEETING OF THE ADVISORY BOARD OF HOMENET SOUTH ASIA



Organised by  
**HomeNet South Asia Trust**  
*21<sup>st</sup> March, 2016, Ahmedabad – India*

- A. The meeting was attended by the 14 Advisory Board members or their proxies, 3 Trustees and some special invitees, as given in **Annex 1**. The Agenda for the meeting is at **Annex 2**.
- B. Sapna Joshi, Regional Coordinator of HomeNet South Asia (HNSA) welcomed all the Advisory Board members as well as the special invitees to this First meeting of the Advisory Board, which is very timely coming on the eve of the 2016 International Labour Conference which will be discussing global supply chains, of which homeworkers are an integral though invisible part. She also welcomed all the participants to the historic city of Ahmedabad.
- C. **SESSION I – International Labour Conference and Global Supply Chains.**

**Chairs: Dr. Martha Chen WIEGO and Dr. Quratulain Bakhteari, HNSA.**

Giving her opening remarks, **Dr. Martha Chen** started by saying homeworkers in the global supply chains are in multiple sectors, ranging from electronic goods, automobile parts, airline cushions to the more traditional garment and leather sectors. There are two broad types of production models of outputting the work – one, where the home worker has to make a part of something (like a collar or a cuff) that is assembled later in the factory and the other is when the product is made in a factory and then comes to the homeworker to either do some embellishment or put buttons or cut the excess threads etc.

She related the story of a Chinese homeworker in Canada, who hadn't been paid for 6 months and when one of the trade unions tried to trace the supplier, which was very difficult, they found that the contractor himself had not been paid for 6 months and that he was outsourcing the work for a company in Hongkong, but the lead brand of the firm that the Hongkong based company was working for, was a Canadian company. So it was a full circle from Canada to Hongkong and then back to the home worker in Canada.

She stressed that when it comes to calculating the remuneration, you have to build in the cost of production that the HWs absorbs, because she owns the equipment and maintains it, she provides the workplace and pays for the utilities and though she doesn't have to commute to the factory to work every day, she does have to travel to the contractor from time to time. Besides the very low pay, unfair deductions, irregular work and delayed payment is the downloading of the risks in this Global production system. Downloading of costs is also there in the form of all these non-wage cost of production, which are grossly unfair and have to be exposed.

**(a) Karin Pape**, from WIEGO was the first speaker who informed the participants that as decided by the governing body of ILO, the topic for International Labour Conference, 2016 is 'Decent work in global supply chains'. It will be a one year long general discussion, which will explore the issue, from the point of view of the trade unions, employers as well as government. ILO is gathering information around the subject and has been putting out the information in the form of a report. The report is available on ILO website: [http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/WCMS\\_468097/lang--en/index.htm](http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/WCMS_468097/lang--en/index.htm).

There are five questions around which the discussion will take place, which will act as guidelines to structure the discussions. One is not sure what will be the outcome of these discussions. Probably, workers will demand a convention or a recommendation, and employers will say they don't know enough and so need research. These are negotiation tactics by the groups which eventually result in dependence on government. The mostly likely outcome will be that ILO will ask that more work be done and evidence gathered before it can be placed before the governing body.

Karin felt that the key discussions will centre around regulation of multinational enterprises, who have cross country supply chains, at the end of which are homeworkers. While there are lots of regulations already in place; workers want soft laws to be converted into hard laws. The issue that needs to be answered is, where do you go if you want to complain about a multinational sitting in Canada, when the homeworkers are located in, for example Sri Lanka? Which laws can be applied? Where do you go to hold them accountable for laws which are already in place, but, which have loopholes? Should there be an international body to regulate and enforce these kinds of issues and problems.

**(b) Marlese von Broembsen**, from WIEGO went on to detail out what the trade unions would probably seek to get out of the discussions. They can be summarized in 8 points:

1. The parties reach a 'conclusion' - i.e. agree that there are violations of workers' rights in global supply chains.
2. Revision of ILO's Multi National Enterprise (MNE) Declaration to include Recommendation 204 and the UN's Guiding Principles on Business and Human Rights.
3. Decision to work toward a Convention that:
  - (i) Clarifies responsibilities of governments in home country (where MNE is incorporated) and host countries (from which it procures)
  - (ii) Clarifies roles of buyers and suppliers as employers; and includes focus on non-standard forms of work. This section would include:
    - Rights of workers to freedom of association and collective bargaining;
    - Clarification on which "employer rights can be made effective and promote secure employment relationships."

(iii) Provide guidance with respect to sectoral collective bargaining; industry-wide collective bargaining, minimum wage setting, and inspections in supply chains.

4. Commitments to work toward :

- Increased transparency and accountability in global value chains
- Increased safety; and
- Reduction in temporary contracts and contract/agency labour.

5. A mechanism to enforce international agreements.

6. Establish minimum living wage rates (and minimum wage setting and collective bargaining mechanisms).

7. Promote information exchange and co-operation between national level wage inspectorates.

8. The publication from ITUC union included a section on the informal economy. Marty Chen drafted an improved text, which was accepted by ITUC. It doesn't include policy recommendations. That is where we need to work.

She suggested that between now and June, we should try and identify examples of violations as corporations deny violations of human rights in global value chains. We need to show exactly what is going on, on the ground.

**(c) Chris Bonner** from WIEGO was invited to present the information on the delegation attending ILC-2016. She said that the delegation that WIEGO will be supporting this year to the ILC will be small. Unions are not focusing much on homeworkers in global supply chain, but, there will be discussion on other aspects of global supply chain. The delegation would be pushing homeworkers in the union's discussion. The delegation will include two persons each from South East Asia and South Asia; and one each from Eastern Europe, Latin America and Africa. SEWA will have formal status and voice in the union delegation. However, those interested to join the delegation can raise funds and join the delegation to ILC, 2016.

**(d) Ms. Firoza Mehrotra** from HNSA was invited to present about the proposed study/information gathering plan of HNSA on homeworkers in global supply chains in South Asia. She mentioned that about 2 global supply chains / brands / sites each would be studied in Bangladesh, India, Nepal, Pakistan and Sri Lanka, with a view to understand where women homeworkers are located in these global supply chains, what work they do and under what conditions. The plan is to interview about 10 to 12 homeworkers and at least one supplier at each site. Draft questionnaires have been developed in consultation with WIEGO. Participants were asked to suggest trades in their respective countries. This conversation was carried on in the afternoon session on HNSA's Annual Plan.

**(e)** Dr. Quratulain, co-chair gave her concluding remarks by saying we are at a very crucial stage of the homebased workers movement, when globalisation is growing very rapidly and we must not loose the momentum that we have built up over the last 30 years. She said she would like to look at the 'global supply chain' more as a 'life chain for homebased workers'. She went on to say that the network (HNSA) has to be really strong and it is the responsibility of the Advisory Board and the support organizations in the region, who must address the challenges faced by homebased workers.

She concluded by saying, that we need to shift our roles as educators, as strategizers, as empowering networks in the countries and in the region, and ensure that each HBW and MBO is connected directly with each other and through the net and realizes that they need to create and produce what is needed in the supply chain around the world.

**(f) Group Work on draft Platform.** Based on various consultations and discussions over the last few years, the Asian Cities Declaration of May 2014 and the Delhi (Global) Declaration of Homebased Workers of February 2015, WIEGO had prepared the first draft of a Platform of Demands **(Annex 3)** that could be taken to the ILC 2016, since there will be a general discussion on Decent Work for Homeworkers in Global Supply Chains, on that occasion. The participants were broken up into 3 groups and so were the draft demands. Each group was asked to discuss and provide inputs into their assigned sections. Very lively discussions and group work followed. At the end of the session, the groups reported back to the full house and some amount of open discussion followed. WIEGO colleagues will incorporate all the suggestions and circulate the next draft version for even more inputs from other HBW organisations and groups who were not present. The Platform needs to be ready by the end of April 2016 and well in time for the ILC 2016 which will be held from 30<sup>th</sup> May to 10<sup>th</sup> June this year.





**SESSION I – International Labour Conference and Global Supply Chains**

#### **D. SESSION II – Introductions and getting to know each other.**

All the members of the Advisory Board introduced themselves by recounting one incident they would like to share with the participants.

1. Ms. Bijaya Rai Shrestha from SABAH Nepal spoke of the terrible earthquake that hit Nepal last year and the massive loss of lives, homes and livelihoods. She however saw that as an opportunity to create solidarity and re-build the homes and livelihoods of homebased workers in a better and more constructive way. It was after the earthquake that many HBWs were forced to become “community leaders”, as in they started going to each other’s houses to help. She also thanked HNSA and SEWA Nepal for the help in providing relief after the earthquake.
2. Mr. Aminur Rashid Ripon of Labour at Informal Economy (L.I.E), Bangladesh recounted how family and cultural pressures forced one of their very active enthusiastic and good HBW organisers, Kajol, to quit her job, due to pressure from her husband. The lesson from this incident brought home the fact that not only is organizing HBWs difficult but retaining them is also an uphill task.
3. Ms. Goma Pandey from Class Nepal spoke about how she switched from being a finance person to being a HBW activist as the concerns and stories of HBWs touched a chord in her and also as many of her family members were also HBWs. She further mentioned about the initiative undertaken by Class Nepal to connect HBWs over social media and in turn enhance their visibility and differentiate them from domestic workers. They have recently started “facebook marketing” for HBWs in Nepal, saving everyone a lot of time. This social networking platform has helped HBWs share information about themselves and their work; both with regard to raw materials and finished goods.
4. Ms. Quazi Baby from Collation of the Urban Poor (CUP), Bangladesh shared about how CUP is helping homebased workers by providing enhanced skills and capacity building which has helped them with marketing including in international markets. Marketing she felt was the prime need of HBWs.
5. Mr. Jingree, Trustee HNSA introduced himself and invited the Advisory Board to Mauritius, where HomeNet South Asia is formally registered.

6. Ms. Saira Feroze from Home Based Women Workers Federation (HBWWF) Pakistan related how they were able to extract 2 years arrears of wages from the contractors for the zari workers associated with HBWWF. The strategy they used was to go as a group to the contractor, putting up a joint front and a common demand and being persistent.
7. Ms. Manali of SEWA India recounted the story of SEWA's 17 year old long and persistent battle with the Provident Fund Commissioner to get dues of *bidi* workers. She explained the various legal remedies they had to seek including from the High Court of Gujarat State on two occasions, which finally resulted in the workers getting most of their dues from the Provident Fund Commissioner. The main problem was establishing an employer-employee relationship as *bidi* workers like other HWs do not get any identity or other proof of their existence or their work done etc..
8. Ms Ume Laila Azhar from HomeNet Pakistan shared the struggles of HNP, in getting the word 'homebased worker' (in English) accepted to refer to women workers who worked from home, instead of the Urdu word. This helped create solidarity and a connection with other HBWs of the world. She also related her experience of representing HBWs of Pakistan, in 2007 at a regional conference, in India and how she learnt a lot at that time from HBWs and their organisations across South Asia.
9. Mr. Karamat Ali of SABAH Pakistan who is the son of a homebased worker recalled how Piler (also a member of HNSA) was able to get relief of USD 1 million for workers who were victims of a big fire at Early Enterprise - a garment factory in Pakistan, by negotiating, (with support from Clean Clothes Campaign) with the main buyer, i.e. KIK in Germany who were accessing 90% of the production of the garment factory. They were also able to get orders from the High Court for a commission to be set up, to decide on the criteria and compensation amounts for the victims. He also made a plea for regional solidarity in South Asia, including a 'South Asia Union' to tackle poverty and inequality.
10. Ms. Dhaneshwari of ROAD India shared how constant follow up, perseverance and solidarity, helped her organization get the government to interpret the rules (granting assistance to 2 children only) such that when the second delivery is of twins – both the twin children should get the benefit. In this way Pushpa -the beedi worker was able to get the benefit for both her twin children born as a result of her second delivery.
11. Mr. Jayanta Chairperson of SABAH Sri Lanka (otherwise full time at World Vision) recounted how he actually learnt about homebased workers; through his encounter with a domestic cum homebased worker who actually approached him for doing domestic work at his house. She was trying to make a living, working as a piece rate worker, whenever there is work for her, earning 100 SLR a day, cutting threads of readymade garments by going to the factory getting work and delivering the goods back to the factory at her own cost and hiding the fact from her abusive drunkard husband.



He also mentioned how he wanted to do a research to find out where such HBWs are located and what are their conditions of work and raise awareness about them and work to better their lives.

12. Ms. Sonam Choden of SABAH Bhutan recounted the dedication and desire of HBWs of Banjra cluster in the very isolated far east region of Bhutan, to learn about a traditional old technique of weaving know to only one old woman HBW. She related an incident when, they were scheduled to go to the village for training more HBWs but the village got cut off for over 10 days due to heavy rains and a land slide. However, finally the training took place after 10 days, by reaching the village on foot, carrying the training equipment and supplies with them. She wanted to highlight the fact that many traditional skills exist in remote areas and we must ensure they remain visible and valued.
13. Ms. Aminath Abdulla of Maldives Authentic Craft Cooperative Society (MACCS) Maldives talked about how her organization used the knowledge and wisdom of the only surviving craftsperson (a 85 year old woman) to develop a folk story to create awareness among the local people as well as the media about the dying skill of making reed mats from special reeds grown only on one of the many islands of the Maldives. If it hadn't been for this initiative the art and knowledge of these special reed mats may have died forever.
14. Mr. Ranga from Janatakshan Sri Lanka recounted an incident that has both a positive and a negative spin - how his organization had introduced the use of LED bulbs to homebased workers who were into food processing, to cut down on their very high electricity costs. The adoption and use of LED bulbs was no doubt a success but the spin off was that one enterprising homebased worker started assembling LED bulbs in her home itself. Later she grew to become a small businesswoman herself, but unfortunately also started exploiting the HBWs who worked for her.
15. Ms. Zehra Khan of HBWWF Pakistan shared her achievement of getting her organization registered as a federation of 3 trade unions of 4831 homebased workers, at the provincial as well as national level. They are now working towards getting a Stitching Workers Union and a Zardozi Workers Union, registered as trade unions in Karachi. She also shared her joy and sense of achievement when the Hyderabad male homebased workers bangle union approached her for support and wanted to join her federation – this being very significant in a male dominated society. This struggle has taught her patience and made her more confident and mature.
16. Ms. Renana Jhabvala, President of HNSA related three incidents about how electricity impacts the livelihoods of HBWs - the story of how a male homebased worker, near Islamabad, Paikstan committed suicide because he could not complete his work on time, due to his electric supply being cut as he could not pay the electricity bill on time. The other story is about how water logging around her home in Delhi and faulty wiring leading to the

stagnant water outside her home getting electrified, prevented that HBW to go to the contractor to get work, affecting her livelihood for days on end. The third story relates to HBWs in rural Bihar, India who used to collect *tendu* leaves from the forest nearby and make them into leaf plates. However due to lack of electricity this work was greatly affected as it had to be done at night. However after a year when she visited the area again, she was very happy to see that the HBWs had all adopted solar energy and their earnings had doubled.

17. Ms. Firoza Mehrotra of HNSA mentioned about her first introduction to HBWs and how the figures – ‘100 million HBWs globally and 50 million in South Asia’ hit her so hard and how it enthused her to work in this sector.
18. Dr. Qurat, Trustee of HNSA related the story of a young girl from Balochistan (a tribal backward region) who had done a dress designing course after which she along with 3 other women decided to do a business together. One of these women had a very domineering and difficult husband who had already sold one of their 4 daughters and he was about to sell another. The young entrepreneur courageously took up the matter and challenged the father and shamed him publically; something quite unheard of for an outsider (that too a female) to do in a patriarchal tribal society. At the risk of her life, she managed to save the remaining 3 girls who are now studying.

Dr. Qurat concluded the session by saying, that from the introductions, we get an insight of what our members have been doing and the kind of issues we have to grapple with and this has given us a good idea of what we should be doing as an Advisory Board.

#### **E. SESSION III: Structure of HNSA and Terms of Reference of the Advisory Board**


Mr. Jingree, Trustee was the chair of this session. In being invited by the chair, Firoza made her presentation on the Structure of HNSA, the need for an Advisory Board and the draft Terms of Reference of the Advisory Board. It was clarified that there is a thin line between duties and functions; with functions being more broad based while duties are more micro. While discussing the duties, Firoza pointed out that many members were in arrears of paying their membership fees, even for the year 2014-15. The list of defaulting organisations is at **Annex 4**. It was decided that Advisory Board members will follow up with these organisations in their respective counties.

After some discussions with regard to monitoring and the role of the Advisory Board in decision making, the Board approved the Terms of Reference as at **Annex 5**.

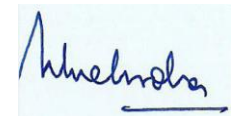
#### F. SESSION IV: Annual Plan of HNSA for 2016

Ms. Renana Jhabvala chaired this session at which Firoza and Sapna presented the draft Annual Plan (Jan 2016 to March 2017) of HNSA. It was explained that since HNSA doesn't have any project funding at present (except a small project for Nepal's earthquake relief and some SABAH funds), HNSA has decided to concentrate on its core functions and proposed the outcomes/activities as given in the draft attached with the agenda papers. Members were requested to indicate how they can collaborate with HNSA, add value and contribute to the achievement of these outcomes. Specifically they were asked to indicate what they would be doing with regard to each of these items. Inputs/contributions of the members are given in the last column of the Annual Plan which was endorsed as at **Annex 6**.

The meeting ended with a celebratory *garba* dance by all participants and a vote of thanks by Sapna, Regional Coordinator, HNSA, to all the participants for the long distance some of them have travelled and their very constructive and useful inputs.



Sapna Joshi  
Regional Coordinator  
HNSA



Firoza Mehrotra  
Strategic Advisor  
HNSA

**LIST OF PARTICIPANTS AT FIRST MEETING OF HNSA ADVISORY BOARD**

S.No	Name/Country	Organization Name	Email id	Mobile /Landline
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3	Ms.Sonam Choden (Bhutan)	SABAH BHUTAN	<a href="mailto:sonam.c.sabah@gmail.com">sonam.c.sabah@gmail.com</a>	00 975-2-336745/00 9752336743
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**AGENDA OF FIRST MEETING OF THE ADVISORY BOARD OF  
HOMENET SOUTH ASIA**

**21<sup>ST</sup> March 2016, at Hotel Ramada, Ahmedabad**

**21<sup>st</sup> March, 2016, Monday**

09:15 -9:30 hrs      Registration

9:30-11:30 hrs      **Welcome** by Ms. Sapna Joshi, Regional Coordinator, HNSA

**SESSION I – International Labour Conference and Global Supply Chains**

**Co-Chairs:** Dr. Martha Chen, International Coordinator WIEGO and Dr. Quratulain Bakhteari, Trustee HNSA

**Facilitators:** Chris Bonner, Karin Pape, Marlese Von Broembsen, Firoza Mehrotra, Sapna Joshi - WIEGO and HNSA teams.

11:30- 13:00 hrs      TEA BREAK

11:45 – 13:00 hrs      **SESSION II – INTRODUCTIONS AND GETTING TO KNOW EACH OTHER**

**Chair** Dr. Quratulain Bakhteari, Trustee HNSA

Each member to introduce themselves and recount one incident/activity they would like to share with the group as a learning (could be positive or not so positive)

13:00 –14:00 hrs	LUNCH BREAK
14:00 – 14:30 hrs	<p><b>SESSION III– STRUCTURE OF HNSA AND TERMS OF REFERENCE OF ADVISORY BOARD</b></p> <p><b>Chair:</b> Mr. J. Jingree, Trustee HNSA</p> <ul style="list-style-type: none"> <li>• Presentation by <i>Firoza Mehrotra, Strategy Adviser, HNSA</i></li> <li>• Discussion and adoption of TOR</li> </ul>
14:30 – 16:30 hrs	<p><b>SESSION IV – ANNUAL PLAN OF HNSA FOR 2016</b></p> <p><b>Chair:</b> <i>Ms. Renana Jhabvala, President, HomeNet South Asia (HNSA)</i></p> <ul style="list-style-type: none"> <li>• Presentation of Annual Plan by <i>Firoza and Sapna, HNSA</i></li> <li>• Discussion on Plan</li> </ul>
16:30 – 16:35 hrs	<p><b>Vote of Thanks:</b> <i>by Ms. Sapna Joshi, Regional Coordinator, HNSA</i></p>

### **Decent Work for Homeworkers in Global Supply Chains Platform of Demands**

Homeworkers are part of a large, hidden workforce of mainly women, whose home is also their workplace. Homeworkers are important economic contributors to their families, the community, the national economy and within global supply chains.

Historically, homework emerged, for the most part, because of craft traditions, and cultural factors that restricted women to their homes. As globalization has increased, homework has become more common because companies have replaced formal employment with informal work, through off-shoring (moving production to developing countries), outsourcing, and sub-contracting their production.

#### **Who are homeworkers?**

Homeworkers produce goods and services for the market from within and around their own homes.

They produce goods for firms up the supply chain, which may be domestic or global chains. Typically, homeworkers are paid by the piece. But, like the self-employed, the sub-contracted have to cover many of the non-wage costs of production (workplace, equipment, utilities, transport) and absorb many of the risks of production (delayed or cancelled orders, unreliable supply of raw materials, delayed payments, rejected goods).

Homeworkers are a sub-set of the category “home-based workers” which also includes own account workers (self-employed) who buy their own raw materials and supplies and sell their own finished goods, mainly to local customers and buyers.

#### **How significant are they?**

Homeworkers represent a significant share of employment in some countries, particularly women, and especially in Asia. Although we do not have accurate data on homeworkers, one source estimates that there are 300 million<sup>1</sup> homeworkers in developing countries.

### **What do they produce?**

Homeworkers produce:

- garments and textiles
- craft items
- shoes and footballs
- cigarettes and cigars
- incense sticks and flower garlands
- processed and cooked food items

They assemble and package:

- electronics
- automobile parts
- pharmaceutical products

Some homeworkers also sell goods or provide services (laundry, hair-cutting, beautician, mechanical repair) from their homes; while still others carry out clerical or professional work.

### **Legal protection**

At a global level, homeworkers are protected by the ILO Convention on Homework, 1996, (C 177), which has been ratified by ten countries. Some countries, such as Thailand, Germany and Argentina, have promulgated legislation specific to homeworkers. Others, such as South Africa, Brazil and Peru, have incorporated homeworkers into legislation regulating labour relations. Homeworkers have also been included through supply chain legislation. South Australia's Fair Work Act, that regulates the entire supply chain in the textile, footwear and clothing industries, was amended in 2012 to include homeworkers. However, the implementation and enforcement of legislation to protect homeworkers is limited.

### **Needs and constraints**

Homeworkers:

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<sup>1</sup>Ethical Trading Initiative, "ETI homeworker guidelines: recommendations for working with homeworkers", 9

- are invisible and isolated
- are unrecognized and undervalued
- lack effective legal and social protection
- face occupational health and safety risks
- often live in poor housing, with associated lack of equipment, infrastructure and facilities
- are subjected to irregular work orders and irregular supply of raw materials, both in terms of quantity and quality
- earn little for long hours of work, at low piece rates,
- face problems related to their home also being their workplace, such as insecure tenure, lack of space, poor quality building, lack of basic infrastructure services (e.g. regular supply of electricity), and are sometimes subject to evictions and relocations
- are mostly unorganized, although there are a growing number of home-based worker organizations and three regional networks of these organizations (HomeNet South East Asia, HomeNet South Asia and HomeNet Eastern Europe)
- lack bargaining power and representation in collective bargaining or negotiating forums

Their costs of production are high as they provide the workplace, equipment, energy, as well as transport to collect and deliver their raw materials and/or finished products. Nevertheless, their average net earnings are well below minimum wage or poverty levels in most cases, and their goods are often arbitrarily rejected and payments delayed, which has serious implications for their cash-flow.

### **Benefits of Homeworking<sup>2</sup>**

#### **For “employers”/contractors**

“Employers”/contractors make use of homeworkers for several reasons. One reason is that some tasks require specialized skills and intricate work, which cannot be mechanised. This is why, for example, homeworkers can still be found in developed countries. A second reason is that homeworkers carry the risk of fluctuating demand, i.e. provide “flexibility” in production. A third reason is that contractors save non-wage costs, such as electricity, rent for premises, illness, and work-related injuries. Unfortunately, they are most often unwilling to enter into contractual arrangements with the homeworkers, in which these skills are adequately remunerated, the costs are taken into account, or that share the risk of fluctuating demand. To the contrary: often homeworkers don’t have contracts, are paid less than factory workers, and don’t enjoy the same rights as other workers.

#### **For homeworkers**

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<sup>2</sup> Drawn from ETI, Homeworker Guidelines, p 12-14



Many homeworkers regard homeworking as beneficial compared to other working arrangements. This is particularly true for women, who are the majority of homeworkers. They are able to better balance multiple tasks at home with their work responsibilities if they work from home. Additionally, in some countries, women's mobility is restricted for cultural and religious reasons and homework is therefore their only employment option. Income derived from homework is an important source of income, in particular for poor families. In rural areas, homework contributes to income opportunities and reduces the migration flow to urban areas.

## **Our Demands**

### **Recognition as workers**

Homeworkers must be recognized as workers that contribute to the local, national and global economy. Recognition of homeworkers as workers must include both workers' rights and workers' protections.

### **The right to secure written, transparent contracts**

Homeworkers must have a right to a written contract, and contracts for homeworkers must be based on the principle of their equal treatment to other wage earners in the country, sector and/or enterprise.

### **Ensuring (the right) fair piece rates**

Piece-rates must be calculated in such a way as to create fair conditions of work, which includes fair hours and remuneration. Piece rates must not be less than the minimum wage in a country. Piece rates must include (a) non-wage costs of production, such as the cost of providing the workplace, equipment, utilities, and transport, and (b) the cost of risks, such as delayed or cancelled orders, unreliable supply of raw materials, delayed payment and rejected goods.

### **Protection from bad “employers”/contractors’ practices**

Homeworkers must be protected from being subjected to poor quality raw materials, arbitrary cancellation of work orders, arbitrary rejection of goods, or delayed payments

### **The right to freedom of association**

Governments, “employers” and contractors must recognize and support strong and vibrant trade union and other membership-based organizations and networks of home-based workers.

### **The right to collective bargaining**

Homeworkers must enjoy the right to collective bargaining and formal collective agreements with “employers”, contractors and governments (including local government).

### **Effective local and national policies on homeworkers**

Homeworkers, through their organizations, must be included in policy-making processes, both at national (according to C 177, Article 3) and local levels, as appropriate.

### **Social Protection**

Social protection benefits should be extended to homeworkers, or new social protection coverage must be devised for homeworkers. Social protection should include affordable and accessible health care, sick pay, disability pay, old-age pensions, maternity benefits, and childcare.

### **Occupational Health and Safety**

Homeworkers must enjoy support for a healthy and safe workplace from the “employer”/contractor, which includes safe equipment and training related to occupational health and safety.

### **Provision of essential infrastructure for the home as workplace**

Homeworkers should have a right to essential infrastructure for the home as workplace. Infrastructure includes:

- Appropriate zoning regulations that allow for selected commercial activities in residential areas, by residents.
- Good quality, low-cost housing.
- Affordable basic infrastructure services for the home as workplace, including electricity, water, sanitation, refuse removal, and information and communication technology.

### **Transport**

Homeworkers need affordable, reliable and appropriate transport for the collection and delivery of raw materials and products.

### **Ratification of the ILO Homework Convention 177 (1996)**

Governments must ratify and implement the ILO Convention on Homework 177 (1996), as a matter of urgency.

### **Law and Regulation**

National governments must extend and enforce labour laws and labour protections, and implement other appropriate and supportive laws and regulations, such as supply chain legislation.

### **Statistics and Information**

There must be systematic collection of data on homeworkers by national governments:

- Numbers of homeworkers, their gender and location
- Contribution to the national and local economies

## **Implementation and Enforcement**

### **Law**

“Employers”/contractors must apply the relevant laws. Mechanisms, such as supply chain legislation, have to be in place so that homeworkers in a supply chain are able to hold “employers”/contractors accountable to comply with regulatory frameworks.

### **Codes of conducts**

Although codes of conduct are limited by their voluntary nature, companies at the top of the supply chains must ensure inclusion of appropriate provisions in their codes of conduct for homeworkers. Companies must monitor and enforce compliance with their codes of conduct throughout their supply chain. Homeworkers and their organizations (where they exist) must be included in the process.

### **Role of Governments**

Governments must ensure that all parties in a supply chain comply with legislation and regulations that apply to workers, including homeworkers. They must have an adequate and appropriate labour inspection system that protects homeworkers. Labour inspectorates need guidance to ensure that they are supportive of homeworkers, including the need to preserve and improve existing livelihoods<sup>3</sup>.

Governments must put in place affordable, efficient and accessible complaint and appeal procedures for homeworkers.

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**Organized homeworkers are the most effective enforcement agents!**

Trade Unions must organize homeworkers!

Governments must support organizing and collective bargaining for homeworkers!

“Employers”/contractors must recognize and bargain with homeworkers’ trade unions and their membership-based organizations

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<sup>3</sup> This concept is contained in the ILO “Recommendation Concerning the Transition from the Informal to the Formal Economy” (R204), 2015

## Membership Fee Dues

Status of Membership Fee Received /Not Received and Outstanding Fee												
N o	Organization Name	NGO/MB O	13-14			14-15			15-16			Total Pendin g Fee
			Status	Pending Entranc e Fee	Pending Annual Fee	Status	Pending Entranc e Fee	Pendin g Annual Fee	Status	Pending Entrance Fee	Pending Annual Fee	
AFGHANISTAN												
1	Zardosi Ms.Shabana Ashraf 00 923139859498 technicalzardozi@gmail.com	NGO	NA	\$ -	\$ -	NA	\$ -	\$ -	NA	\$ -	\$ -	\$ -
INDIA												
2	Sadhna Ms. Seema Shah 0 9649357728 sadhna@sadhna.org, marketing@sadhna.org	MBO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Not Receiv ed	\$ -	\$ 100	\$ 200
3	Labour Education and Research Network (LEARN) Mr. Sharit Bhowmik 0 9869210206 sharitb@gmail.com, contact@learn-india.org	NGO	Not Receiv ed	\$ 50	\$ 100	Not Receiv ed	\$ -	\$ 100	Not Receiv ed	\$ -	\$ 100	\$ 350
4	SEWA Ms. Manali Shah 0 9825095982 manalishah@sewa.org	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receiv ed	\$ -	\$ -	\$ -

5	Aim Of our Regional Development (Road) Ms. Dhaneswari Behra 0 9937710471, 0 9658399198 road06@rediffmail.com, roadrengali@gmail.com	MBO	Not Receiv ed	\$ 50	\$ 100	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ 150
6	Indian Academy for self employed woman (Sewa Academy) Ms. Namrata Bali 0 9825415062 sewaacdy@bsnl.in, mahilasewatrust@vsnl.net, sewaacdy@bsnl.in	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Not Receive d	\$ -	\$ 100	\$ 100
7	Learn Mahila Kamgaar Sangthan Indira Gartenberg 9702232251 reva18@gmail.com	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
8	ISST Mr. Rajib Nandi 0 9971014647 rajib@feministevaluation.org, isstdel@isstindia.org	NGO	NA	\$ -	\$ -	NA	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
MALDIVES												
9	Live and Learn Environmental Education Ms. Fathimath Shafeeqa 00 960 7915089 fathimath.shafeeqa@livelearn.org, maldives@livelearn.org	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Not Receive d	\$ -	\$ 100	\$ 200



10	Addu Trade Cooperative Ms. Haneefa Fathimath fathun_7172@hotmail.com, addutradecooperative@gmail.com	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
11	SABAH Maldives Ms. Saeeda Umar 00 960 7576177 saeeda.umar@trade.gov.mv	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
12	Maldives Authentic Crafts Cooperative (MACCS) Ms. Aminath Abdulla 00 960 7783324 aynthuab@yahoo.com	MBO	Not Receiv ed	\$ -	\$ 100	Receiv ed	\$ -	\$ -	Not Receive d	\$ -	\$ 100	\$ 200
NEPAL												
13	Khokana Women Awareness Society Ms Apsara Dangol 00 977 9849309588 apsara_dangol@yahoo.com	MBO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100
14	Centre for Labour and social studies (Class Nepal) Mr. Tilak Jang Khadka 00 977 98510 94018 tjkhadka@gmail.com	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100
15	Women For Human Rights (WHR)Single Woman Group Ms. Lily Thapa 00 977 98510 35972 lily@whr.org.np	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100

16	Saathi Ms. Bandana Rana/ Ms.Suvekchya Rana 00 977 9851024130 / 00 977- 9840057104 bandanarana@gmail.com, rana_suvekchya@yahoo.com	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
17	SABAH Nepal Mr. Robin Man Amatya 00 977 9849063684 robin.sabahnepal@gmail.com, robin@sabahnp.org	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
18	Homebased Worker Women's Society Nepal (HBWWSNI) Ms.Prabha Pokhrel 00 977 9841312757 prabha_pokrel@hotmail.com	MBO	Not Receiv ed	\$ -	\$ 100	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ 100
19	Women Skill Development Organization Mrs. Ramkar Khadka 00 97761534025, 93 wsdonepal@gmail.com	MBO	NA	\$ -	\$ -	NA	\$ -	\$ -	Not Receive d	\$ 50	\$ 100	\$ 150
<b>BHUTAN</b>												
20	Rural Education and Development (READ)Bhutan Mr. Kezang Choden 00 975-17692042 kezang@readbhutan.org	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100

21	Institute of Management Studies(IMS) Mr. Tenzin Lekphell 00 975 77107575 lekphelltenzin@hotmail.com	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
22	SABAH Bhutan Mr. Karma Thinley Dorji 00 975 17110591 karmat.sabah@gmail.com	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Not Receive d	\$ -	\$ 100	\$ 100
SRI LANKA												
23	Institute of Participatory Interaction in Development (IPID) Mrs. Mallika Rukminie Samaranayake 00 94-11-2723225 mallikasamare@gmail.com	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100
24	Gamana Guarantee Limited Mr.U G B Dias 00 94 717427156 gamana@gamananetwork.org	MBO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Not Receive d	\$ -	\$ 100	\$ 200
25	Saviya Development Foundation Mr. Tissa Ranasinghe 0094 718584128 sdfsri@sltnet.lk	NGO	Receiv ed	\$ -	\$ -	Not Receiv ed	\$ -	\$ 100	Not Receive d	\$ -	\$ 100	\$ 200
26	Rural Enterprise Network Mr. Nilantha Atthapattu 00 94 71193056 nilantha@rensrilanka.org	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Withdra w	\$ -	\$ -	\$ -

27	Janathakshan (Guarantee) Ltd Mr.Ranga Pallawala 00 94112829412, 0094-777720523, ranga.pallawala@gmail.com, Info@janathakshan.lk	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Not Receive d	\$ -	\$ 100	\$ 100
28	SABAH Sri Lanka Mr. Dinusha Rajarathna 00 94 770020456 00 94 77 590 7175 00 94 719799110 dinusha@sabahlk.org , info@sabahlk.org	MBO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
29	WTSS Mr. Piyathissa 00-94716216642 wtss46@yahoo.com	MBO	NA	\$ -	\$ -	NA	\$ -	\$ -	Not Receive d	\$ 50	\$ 100	\$ 150
<b>BANGLADESH</b>												
30	Hitashi M.A Majid PhD 00 88-01979-867744 hitaishi@dhaka.net	NGO	Receiv ed	\$ -	\$ -	Not Receive ed	\$ -	\$ 100	Not Receive d	\$ -	\$ 100	\$ 200
31	Coalition for the Urban Poor (CUP) Ms Khondker Rebaka Sun-yat 00 88 1819213450, 00 88 1823271030, 00 1922335774 cupbd2010@gmail.com	NGO	Receiv ed	\$ -	\$ -	Not Receive ed	\$ -	\$ 100	Receive d	\$ -	\$ -	\$ 100

32	Development Wheel Mr. Shah Abdus Salam 00 880 1715 120140 info@dewbd.org,dewsalam@gmail.com	NGO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Not Received	\$ -	\$ 100	\$ 200
33	Unnayan Sangh Mr.Mahbub Ul Huda 00 880 1735 490491, huda73@gmail.com, ded@us- bd.org Md. Rafiqul Alam Mollah 00 880 171 8202784, mollahjam@gmail.com, ed@us- bd.org	NGO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Received	\$ -	\$ -	\$ 100
34	Nari MaitreeNari Maitree Ms Shaheen Akter Dolly 00 880 1711541453 nmhq@bracnet.net	NGO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Not Received	\$ -	\$ 100	\$ 200
35	Labour at Informal Economy Mr. Repon Chowdhury 00 880-2-9139079 repon.chowdhury@gmail.com	MBO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Received	\$ -	\$ -	\$ 100
36	Trinamul Nari Uddakta Society Mr.Himanshu 00 8801688650766 nari.uddyakta@yahoo.com	MBO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Received	\$ -	\$ -	\$ 100

37	Centre For Services & Information on Disability (CSID) Mr.Rabiul Hasan/ Mr. Adv. Muhammed Shamsuddin 00 88 01195016665/00 88 171842120 director.csid@gmail.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Received	\$ -	\$ -	\$ -
38	Shushilan Mr. Mustafa Bakuluzzaman 00 88 02 8158209 bakuluzzaman@gmail.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Received	\$ -	\$ -	\$ -
39	SAMATA Mr. Anowaruzzaman Raton 00 88 01912007013 samata.bangladesh@gmail.com	MBO	Not Received	\$ 50	\$ 100	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 250
40	RUPSA Ms. Arifa Yasmin Shimu 00 88 04811666 rupsasimu@gmail.com, rupsa_08@yahoo.com	NGO	Not Received	\$ 50	\$ 100	Not Received	\$ -	\$ 100	Not Received	\$ -	\$ 100	\$ 350
41	Bangladesh Labour Welfare Foundation Md. Tayebur Rahman 00 8801970071011 <a href="mailto:office@blf-bd.org">office@blf-bd.org</a>	MBO	NA	\$ -	\$ -	NA	\$ -	\$ -	Not Received	\$ 50	\$ 100	\$ 150
PAKISTAN												

42	Home Based Women Workers federation (HBWWF) Ms.Zehra Akbar Khan 00 92 3003770755 zehra.Khan@gmail.com , zehra.akbar@gmail.com	MBO	Received	\$ -	\$ -	Received	\$ -	\$ -	Received	\$ -	\$ -	\$ -
43	Pakistan Institute of Labour Education & Research (PILER) Ms.Zulfiqar Shah 0092-3002119637 zulfiqarshah@yahoo.com	NGO	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	Received	\$ -	\$ -	\$ 100
44	HomeNet Pakistan Ms. Ume-Laila Azhar 0092 3004267763 laila_syed@yahoo.com	Network	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 200	\$ 200
45	Karvaan Craft Foundation Mr. Danish Khan 0092 3008400719 danish.khan@kaarvan.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Received	\$ -	\$ -	\$ -
46	Laar Environmental Awareness Forum (LEAF) Mr. Nawaz Khatti 0092 3332522987 nawaz@leaf.org.pk	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 100

47	Pakistan Rural Workers Social Welfare Organization Mr. Sabir Farhat 0092 300 6802442 prwswobwp@gmail.com, prwswobwp@hotmail.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 100
48	Sungi Development Foundation Ms. Kulsoom Akhtar 00 92 304 5659022, 00 00 92 3008445333 kalsoom.akhtar@sungi.org	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Received	\$ -	\$ -	\$ -
49	Sukhi Development Foundation Mr. Muhammad Yasin 00 92 3008815373 yasin@sukhi.org/ yasin7921@gmail.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 100
50	Women Workers Helpline Ms. Azra Shad 00 92 3219402317 azra.shad@wwhl.org.com	MBO	NA	\$ -	\$ 100	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 200
51	SABAH Pakistan Ms. Asma Ravaji 00 92 3455547896 asma.ravaji@gmail.com, sabahpak@gmail.com	MBO	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 100
52	Idara Baraye Taleem-o-tataqi (IBT) Mr. Zubair Torwali 00 92 311 5000 233, 0092 3459889901 ztorwali@gmail.com	NGO	NA	\$ -	\$ -	Received	\$ -	\$ -	Not Received	\$ -	\$ 100	\$ 100



53	Aurat publication And Information Service Foundation Mr. Muhammad Younas Khalid 00 92 3008380300 csp@af.org.pk	NGO	NA	\$ -	\$ -	Receiv ed	\$ -	\$ -	Not Receive d	\$ -	\$ 100	\$ 100
54	Sawera Foundation Mr. Tariq Mahmood 00 92 300 6989362 sawera_foundation2000@yahoo.c om	NGO	NA	\$ -	\$ 100	Receiv ed	\$ -	\$ -	Receive d	\$ -	\$ -	\$ 100
55	Sarsabz Foundation Ms.Dr. Naveeda / Mr.Iftikhar rasul shaikh 00 92 3009668608/ 00 92 300- 9428552 Naveeda@sarsabz.org, sarsabz.rc@gmail.com, sarsabz@brain.net.pk	NGO	NA	\$ -	\$ -	Not Receive d	\$ 50	\$ 100	Not Receive d	\$ -	\$ 100	\$ 250
56	Institute for Development Studies and Practices (IDSP) Ms. Dr. Quratulian Bakhadari. 00 92 300-8381640, 00 92 3312888625 quratulain@idsp.org.pk	NGO	NA	\$ -	\$ -	NA	\$ -	\$ -	Receive d	\$ -	\$ -	\$ -
				\$ 200	\$ 800		\$ 50	\$ 2,000		\$ 150	\$ 2,700	\$ 5,900

\*\*\* For 2013-14, for MACCS, Homebased women concern society, Women workers Helpline and Sawera Foundation, Entrance Fee is not shown as pending as 50 \$ was paid additionallu other than 2014-15 fee in 2014-15.

**TERMS OF REFERENCE FOR ADVISORY BOARD MEMBERS  
OF HOMENET SOUTH ASIA**

**I. Introduction:** In order to make the functioning of HomeNet South Asia as democratic and participatory as possible and give a voice to all the participating countries and all three kinds of members, a provision for an Advisory Board has been made in the Rules.

**II. Composition of Advisory Board:**

It shall comprise of a maximum of 20 members as detailed below.

- i) Two members from Bangladesh, India, Nepal, Pakistan and Sri Lanka of which at least one member should be an MBO. The second member could be from any category, including the MBO category. (Total 10 members)
- ii) One member from Afghanistan, Bhutan and Maldives, who could be from any category but should preferably, be an MBO. (Total 3 members)
- iii) One network member from Bangladesh, India, Nepal, Pakistan and Sri Lanka. (Total 5 members)
- iv) Two nominees/professionals nominated by HNSA Board of Trustees. (2 members).
- v) Special invitees may also be invited for specific meetings, depending on the agenda at hand.

**III. The main functions of the Advisory Board will be**

- i) To inform the trustees and members regarding new programmes, advocacy initiatives and strategies and partners
- ii) To proactively seek out donors and raise funds for activities for homebased workers
- iii) To be consulted on any amendment to the rules
- iv) To work actively with HNSA on existing programmes and activities.
- v) To ensure more MBOs (membership based organisations) become members of HomeNet South Asia.
- vi) To create linkages with other informal worker networks and fair trade organisations at national, regional and global levels.

#### **IV. Specific Duties of the Advisory Board members of HNSA<sup>4</sup>:**

- a) Provide solidarity and support to Network members.
- b) Keep the Secretariat informed of its elections and any changes to its office bearers and membership as on December 31 each year, as well as new contact details
- c) Provide information on their activities, so that this can be shared
- d) Publish in its newsletter, web site and other media information about the activities of HNSA and send copies or links to the Secretariat
- e) Send copies of its annual report to the Secretariat
- f) Pay membership fees regularly in terms of Rule 8 & 9.
- g) Participate in General Body meetings and other HNSA activities
- h) Carry out and implement decisions and policies of HNSA as agreed by the General Body or the Trustees.
- i) Help develop a spirit and practice of solidarity and self sufficiency by contributing resources such as skills, materials, finances for regional activities
- j) Abide by the Code of Conduct, given in Annex 1 of the Rules.

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<sup>4</sup> According to Rule 7.3 of Homenet South Asia (Membership And Advisory Board) Rules, 2014

**ANNUAL PLAN FOR HOMENET SOUTH ASIA**  
**January 2016-March 2017**

ACTIVITY	DETAILING	TIME	COLABORATION WITH MEMBERS / REMARKS
<b>OBJECTIVE:1 TO ENCHANCE THE VISIBILITY OF HNSA &amp; HOMEBASED WORKERS AND PROMOTE ACTION</b>			
<b>1. Celebrating Homebased Workers and Commemorating 20 years of C-177</b>			
a. Holding of a Celebration for HBWs and marking 20 years of C-177	i. Global event ‘Celebrating Homebased Workers: Twenty Years and time for action’ to be organised to mark the 20 <sup>th</sup> anniversary of C-177 and plan for how to take it forward. ii. Inviting participation from South East Asia and getting perspectives from Africa, Latin America and Eastern Europe iii. Developing country wise action plan iv. HNSA to collect all the draft Policies on HBWs and circulate to all members. v. HNSA should develop a Charter of demands for the SAARC Summit in Islamabad	March 2016	<p><b>SEWA</b> will push for ratification of C-177. Will invite Director General of ILO for mass meeting on C-177 and R-204  ITUC of which SEWA is the vice president is also pushing C-177. SEWA is also a member of GUFs like IUF and IndustrialAll where they are pushing the 12 by 12 campaign (i.e. In 12 months 12 countries must ratify the Domestic Workers Bill). On similar lines we must do for HBWs.</p> <p><b>HNP</b> will push for adoption of two provincial policies on HBWs (Punjab and Sind) and one national policy. Will organise a convention on C.177, study circles on 177 and radio talk shows. Will reprint ‘11 good reasons’. Will examine if they can put a petition in the high court and /or supreme court for ratification of C-177</p> <p><b>SABAH Pakistan/PILER-</b> the SAARC summit will be held in Islamabad in</p>

			<p>November 2016 – this platform could be used to push C-177 and HBWs policy with governments. Two days prior to the summit, we should try to meet leaders and submit a charter of demands (which could be developed by HNSA and shared with all) and, develop a campaign to advocate in SAARC summit, bring funders and donors. Since the Asian Conference on Living wage will be held in Islamabad, all members were advised to register for it and attend.</p> <p><b>Nepal</b> was once again confirmed as the country identified as country for ratification of C.177 where all out efforts should be made as it is one country most likely to ratify C-177. CLASS Nepal with help from GFONT should take the lead</p> <p><b>Bangladesh</b> will mount a strong campaign on supply chain and C.177.</p> <p><b>Sri Lanka-</b> Will create awareness regarding C-177, adopt some recommendations, link with ILO and UN Women and link with SME policies.</p>
<b>2. Develop Information material</b>			
a. ‘The How, Why & What of C-177’ (Long and short versions)	i.	Convention 177 booklet produced and printed	<p>DONE</p> <p>April-May 2016</p>
b. ETI guidelines to be repackaged –Base Code	ii.	ETI base code to be developed in leaflet form; uploaded on HNSA website;	
			<p><b>HNP</b> will translate into Urdu and include in their Leadership Manual.</p> <p>It will also be translated into Bangla and Nepali etc by other members.</p> <p>Will also be widely distributed.</p>

### 3. Global supply chains and homeworkers

a. Deepening our understanding of Global Supply Chains which are to be discussed at International Labour Conference: 29th May-10th June, Geneva and advocating the case of homeworkers.

- A. Explore the following options:
- i. Conduct mapping Exercise in India, Nepal, Pakistan and Sri Lanka
  - ii. In India-
    - a) Ahmedabad - Pharmaceutical and Ahmedabad, products- Packaging- , Handkerchief
    - b) Tirupur & Bangalore- textiles, garments, weaving (SAVE, FWF)
    - c) Agra- footwear-( Mahesh ji )
    - d) Bareilly- (SEWA Delhi)
    - e) Amritsar & Jalandhar-sports product, hosiery products
  - iii. Nepal- Carpet, Rugs, beads, textile
  - iv. Pakistan- **Bangle, football, ceramics, surgical products, leather, sports- gloves,**
  - v. Sri Lanka- ceramic, coir, spices and food processing,
- B. Develop questionnaires for HBWs and suppliers/exporters (Done)
- C. Develop outline of report / study
- D. Conduct survey and Focus Group Discussions
- E. Write up full report
- F. Participate in ILC in May-June 2016

April 2016-  
February 2017

The following need to be further explored:

- Brand called 'Change Makers' for garments in Nepal
- In Pakistan it could be the 2 trades of Textiles/garments/hosiery and leather
- In Sri Lanka it could be coir, spices (involve SABAH and Janatakshan)
- In Bangladesh we need to involve LIE and OSHE as they are doing a study for ILC. Here it could be garments, buttons, zippers, and products from jute waste.
- For India there are many options and they will need more discussions but prima facie they could be Pharmaceutical packaging in Ahmedabad, garments and embellishment in Tirupur as well as Bareilly and NCR Delhi.

#### 4. Celebration of Days in 2016

Marking:		On relevant Days
a.	8th March -International Women's day	<ul style="list-style-type: none"> <li>- All members will mark these days and do activities according to their resources and time.</li> <li>- Members suggested HNSA sends them messages from stalwarts like Ela Ben, Renana ji, Firoza ji etc.</li> </ul>
b.	1st May- Labour Day	
c.	20th June-20 <sup>TH</sup> Anniversary of C.177	
d.	20th October-International Homebased Worker's Day	
<p>A. HomeNet South Asia will focus to celebrate following four days in 2016 using social media as well as print media, with appropriate messages.</p> <ul style="list-style-type: none"> <li>✓ a.) 8<sup>th</sup> March International Women's Day,               <ul style="list-style-type: none"> <li>- On Face book- message floated : <b>Women hold up half the sky, equal contributors to their countries and communities</b></li> <li>- Greetings of International Women's day to members, network, <b>shared</b></li> </ul> </li> <li>✓ b) <b>1st May-Labour Day</b>,               <ul style="list-style-type: none"> <li>- Article in newspaper</li> <li>- Video message from HBWs members collected and uploaded on face book, twitter and website</li> </ul> </li> <li>✓ c) 20th June-Anniversary c.177 – campaign on face book and website</li> <li>✓ d) 20th October - International Homebased Workers day.</li> <li>✓ 1<sup>st</sup> Monday of October- World Habitat Day - “<i>HOME IS MY WORK PLACE</i>”</li> </ul> <p>B. Commission articles in partnership with FES and Women Feature Service etc.</p>		

<b>5. Develop and keep updating mailing list</b> –Journalists, Donors Resource persons, partners, Government institutions and functionaries etc.		
<b>6. Information, Communication, Dissemination</b>		
a. Networking with members	a. Members Connect- regular Skype call once in 2 months	Throughout the year
b. Sharing communicating and connecting.	i. Updates on Website, face book - every fortnight ii. Newsletter-every quarter iii. Analyses of information and responses - every quarter iv. Approaching and networking with Journalists v. Institute homebased Workers Champion Awards for Journalist vi. Sharing information with donors vii. Sharing information with trustees, members, and other alliance partners	Throughout the year

## OBJECTIVE-2: PROGRAMMING TO FURTHER THE CAUSE OF HOMEBASED WORKERS

<b>1. Development of Case Studies and Short documents for use in fundraising and communication ( from completed projects)</b>	
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a. Development of Case Studies and Short documents for use in fundraising and communication	<p>Based on completed projects like Inclusive cities , Outreach Programme under SABAH, FLOW project - capacity building and Advocacy for change project:</p> <ul style="list-style-type: none"> <li>• Develop Case studies;</li> <li>• Develop short policy briefs,</li> <li>• Consolidating research findings into small leaflets;</li> <li>• Following up on recommendations of Research</li> </ul>	April 2016- August 2016	
<b>b. Develop proposals around Sustainable Development Goals ( Goal 8 and Goal 11)</b>			
<p>Develop proposals around Sustainable Development</p> <p><b>Goal 8</b> : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, and</p> <p><b>Goal 11:</b> Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Develop pieces on following for proposals:</p> <ol style="list-style-type: none"> <li>Infrastructure services- energy, sanitation and water for work place productive</li> <li>Accessible and affordable transport services</li> <li>Full and productive employment</li> <li>Decent work ( in urban context)</li> <li>Human settlements safe and resilient</li> <li>Environment and climate –impact and solutions</li> </ol>	July- October 2016	Ranga will share information on how do HBWs fit into the DRR Agreement, the Climate Change Agreement and the Addis Framework.
<b>c. Develop and Print information materials</b>			
Revisit Vision, and develop and print other information materials	<ol style="list-style-type: none"> <li>Hands on manual for organisations of homebased workers</li> <li>Guidelines for homebased workers on Energy management</li> <li>Energy expenditure reduction through energy auditing</li> </ol>	April 2016- February 2017	

	<ul style="list-style-type: none"> <li>d. Revisit VISION 2015</li> <li>e. Make in India – data on homebased workers from NSSO data</li> <li>f. What Recommendation #204 means for homebased workers</li> </ul>		
<b>d. Compile and extract Data on Homebased Workers in Bhutan, Maldives Sri Lanka and Afghanistan</b>		June 2016- March 2017	
<b>e. Ongoing Projects</b>			
Implementing the JDC funded project-	<ul style="list-style-type: none"> <li>a. JDC – Rehabilitation and recovery support for affected homebased workers</li> <li>b. FLOW closure report</li> <li>c. SABAH financial management and monitoring</li> </ul>		
<b>OBJECTIVE -3 TO STRENGTHEN HNSA AS A NETWORK</b>			
<b>1.Capacity building of team</b>			
Build the capacity of the HNSA members and team	<ul style="list-style-type: none"> <li>a. Study circles</li> <li>b. Field visit local and intercountry</li> <li>c. Study and undertake Exposure visits to different models on social security and livelihood</li> </ul>	Throughout the year	
<b>2. Trustees / Advisory Board Meeting</b>		March 2016 & December 2016	
<ul style="list-style-type: none"> <li>a. Holding of Trustee meeting</li> <li>b. Advisory board meeting around a particular theme</li> </ul>			

3. EXPANSION OF MEMBERSHIP & NETWORKING		
<ul style="list-style-type: none"> <li>a. Expansion of membership</li> <li>b. Enrolling HNSA membership – ECOSOC, ETI</li> </ul>	<ul style="list-style-type: none"> <li>• Inviting more MBOs to apply for membership in HNSA</li> <li>• Applying for Ethical Trade Initiative membership</li> <li>• Applying for ECOSOC membership</li> </ul>	Throughout the year



## HAND IN HAND WITH HOMEBASED WORKERS