

## BANGLADESH

### UNNAYAN SANGHA TECHNICAL TRAINING CENTER: TAILORING PROGRESS

**March, 2025**

The humanitarian organisation Unnayan Sangha's Technical Training Center recently conducted a sewing and tailoring training program for 40 women home-based workers.

Supported by BSRM's CSR fund, this 90-day NSDA-approved course covered sewing, garment making and business skills. Beyond technical training, the initiative focused on restoring dignity and identity – boosting the participants' morale, removing practical obstacles and offering encouragement through a daily allowance.

The program improved the women's economic standing – either through prospects in the garment factories or by enabling them to set up their own businesses.



# ENHANCING CAPABILITIES; ELEVATING LEADERS: LEADERSHIP TRAINING SESSION IN DHAKA

**September, 2025**

25 Home-Based Ready Made Garment Worker (HBRMG) leaders under Bangladesh Labour Foundation participated in the EWCSA project in Dhaka. As a part of this project, they attended leadership-focussed training, especially for women.

The learnings covered different aspects of effective leadership – from public speaking skills to advocacy, influencing and the ability to put forth worker demands at various platforms. As a key highlight, participants collectively formed a common HBW networking platform, taking the initiative to decide its name, structure and more – paving the way for amplifying their collective voice more effectively in future!



# NEGOTIATING FOR A BRIGHTER FUTURE: A WORKSHOP BY BANGLADESH LABOUR FOUNDATION

**28 June, 2025**

Collective bargaining and negotiation form key cornerstones of upholding workers' rights. Through this workshop in Dhaka, BLF strengthened just these skills!

Here, 15 core committee members of the Home-Based Ready-Made Garment Workers (HBRMGW) group convened to review fundamental labour rights, engage in group activities, map personal journeys and share challenges and progress. These activities focussed on strengthening their Community-Based Negotiation skills as HBRMGWs. The session helped the committee members build solidarity, and create clear roadmaps for the future – defining roles, support mechanisms and more.



# DRIVING TRANSFORMATION AND PROGRESS AMONG HOME-BASED WORKERS IN BANGLADESH

## March - August, 2025

As a part of its efforts to empower marginalised groups in Bangladesh to claim basic human rights and improve socio-economic conditions, Gram Bikash Shohayak Shangstha (GBSS) spearheaded a series of initiatives this year.

### **Empowered women empower communities: Self-help groups**

GBSS helped form two self-help groups for adolescent girls and women. These groups offer important spaces to disseminate information around human rights, health, feminine hygiene and discrimination awareness. These women-led forums are playing important roles in community transformation!

### **Inclusion and empowerment of persons with disabilities**

Two slum areas in Dhaka got 'Disability Corners' set up by GBSS. Run by the members of the women's self-help groups, these have become important hubs of inclusion and information – raising awareness around various services and community support.

### **Moving away from the margins through skill training**

Enterprising women from marginalised backgrounds received special training around income-generating skills. They developed capabilities like tailoring, TV repair, mobile repair, and even business management – helping them build entrepreneurial confidence and setting them up for success. Additionally, they also learned crucial skills like caring for those with disabilities.

### **Powering microenterprises: Income Generation Activity (IGA) support**

In an effort to promote financial independence among women from slum areas, GBSS offered income generation support. With access to small grants, skill training and raw materials, 50 participants have been able to set up small businesses to support their families.

### **Building healthier communities**

Home-based workers and persons with disabilities residing in slums still often face health issues due to misconceptions and poor hygienic practices. GBSS helped bridge this gap – by raising awareness around personal hygiene, sharing information around disease prevention, and distributing hygiene kits among 200 families, getting them started on a journey to better health.

# INDIA

## EMPOWERING THROUGH ARTISTRY: ARTISAN UPSKILLING WORKSHOPS BY SADHNA

**2025**

In Rajasthan's Kumbhalgarh cluster, it is often not socially acceptable for women to work outside the home. Our affiliate partner Sadhna was determined to create inclusive economic opportunities for these women.

Through their Advanced Product Development initiative, Sadhna organised workshops for 60+ women. These workshops focused on techniques like Tanka, Appliqué and Patchwork, enabling participants to create high-quality items like bedcovers. The on-site guidance provided helped sharpen their skills and gave them the confidence to earn a sustainable income from the comfort of their homes.



## SADHNA PARTICIPANTS MAKE THEIR MARKET DEBUT AT HOTEL TAJ

**2025**

Two artisans from Sadhna made their debut at a prestigious exhibition at the Hotel Taj. This exhibition marked their first opportunity to present their handiwork directly to customers and learn their preferences, first-hand.

The experience brought market exposure and real-world sales experience, while sharpening their communication skills and building confidence. The artisans also received training on cybersecurity and motivational strategies that further boosted their confidence, especially around tackling interviews.



# NEPAL

## BRIDGING CARE AND WORK FOR MOTHERS

**April, 2025**

The Khokana Women's Awareness Society (KWAS) introduced a program for mothers who are home-based workers. Conducted through collaborative school meetings and Montessori-style learning, the program equipped mothers to better understand early childhood needs – and navigate those responsibilities alongside their own income generation activities. This approach boosted their self-confidence, enabling them to balance their demanding roles as caregivers and bread-earners.



## BUILDING SELF RELIANCE: HOUSEHOLD PRODUCT WORKSHOP

**26- 30 June, 2025**

To help single women earn an independent income, Women for Human Rights (WHR) Dhanusha held a 5-day practical skill workshop on making household products. The course taught participants all about soap, phenyl and Harpic production – covering everything from maintaining high quality standards to proper packaging techniques.

Focused on providing immediate, usable skills, the workshop left attendees feeling confident about starting their own small enterprises from home.



## THE TASTE OF FINANCIAL INDEPENDENCE: PICKLE MAKING WORKSHOP

**13-19 May, 2025**

Pickle-making is an industry that offers much scope for income generation among HBWs – and our affiliate partner WHR ensured that 30 single women HBWs from Nepalgunj are well equipped for this economic opportunity.

Through a 7-day workshop, they taught participants how to make 6 types of pickle, focussing not just on production but also packaging, quality control and marketing strategies.



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## FOSTERING A SPIRIT OF ENTERPRISE: INCENSE AND LEAF PLATE MAKING TRAINING

**26 - 30 June, 2025**

In a similar effort to enhance income potential, our affiliates at WHR Surkhet organised a training program on shaping, packaging and maintaining quality standards of incense sticks and leaf plates. Here, 30 single women HBWs gained practical skills – and the confidence needed to start and build their own home enterprises to earn a living.



# STRENGTHENING PARTNERSHIPS WITH THE LOCAL GOVERNMENT: SABAH NEPAL

**April, 2025**

Our affiliate partners at Sabah Nepal warmly welcomed Mrs. Shubha Laxmi Shakya – the Deputy Mayor of Kritipur Municipality, at their Kathmandu head office. The day sparked fruitful discussions around human resource development and the possibilities for empowering HBWs through skill training.

The dialogue concluded on a positive note, with the esteemed guest appreciating Sabah Nepal’s work so far, and offering support for future vocational and entrepreneurial training programs.



# FABULOUS FASHIONS – FROM NEPAL, TO THE WORLD!

The artistry and talent of Nepali home-based workers recently found a place on the global ramps. Spearheaded by their Board of Director, Mr. Prasant Tamrakar, Sabah Nepal associated with Fashion Expressions: Journey to the USA.

The project showcased Nepali heritage crafts and culture on the global stage, opening new doors for inclusive trade and improved, sustainable livelihoods for the artisans who keep these traditions alive.



## PATHWAYS FOR HBW EMPOWERMENT, WITH GOVERNMENT SUPPORT

Sabah Nepal hosted the Honorable Minister of Industry, Commerce, Land and Administration of Bagmati Province – Mrs. Shuku Maya Tamang, at their Head Office and Trade Facilitation Center (TFC).

The visit was a wonderful opportunity for our affiliate partners at Sabah Nepal to share about the impactful work they are doing to empower home-based workers. The dialogue opened up possibilities of more inclusive trade policies and support around grassroot entrepreneurship.



# SMASHING STIGMA AND LIVING WITH DIGNITY: INTERNATIONAL WIDOWS DAY 2025

**June, 2025**

This meaningful social observation organised by Sabah Nepal and supported by the UN Women Nepal was a powerful way for widows and single women to reclaim their dignity and their places within their communities. In a bold celebration of femininity, the women sported the red tika, challenging social stigma. They fostered solidarity through storytelling and advocacy – marking a brighter future for single women.

Standing strong in solidarity, the event was graced by the UN Women Country Representative Patricia Fernandez Pacheco and Lalitpur Metropolitan City Mayor Chiribabu Maharjan.



# MAKING FINANCIAL SERVICES MORE INCLUSIVE FOR WOMEN HOME-BASED WORKERS

**3 July, 2025**

In an effort to strengthen economic resilience among women HBWs, Sabah Nepal co-hosted a key event – ‘Strengthening Women’s Access to Sustainable Livelihoods for Economic Recovery and Resilience in the Post COVID-19 Context’.

The event engaged stakeholders from across banks, financial institutes and policymakers to envision a future where financial services are more gender responsive and accessible to those within the informal economy – especially in the post-Covid years.



# PAKISTAN

## BUILDING AWARENESS, GROWING SKILLS: AWAM

An awareness session by our affiliate partners at AWAM brought together women home-based workers in Bushra. Together, participants learned about their rights, shared real-world experiences and gained skill-based knowledge through hands-on demonstrations on tailoring and sewing.



## OBSERVING HOME-BASED WORKER DAY, 2025

An illuminating exchange of ideas! As HomeNet Pakistan marked the Home-Based Worker Day this year, they set the stage for meaningful discussions around HBW challenges and the way forward. Ms. Sonia Patras, Deputy Director of AWAM, led the conversation, contributing her insights and perspectives to the matter at hand.



# HOMENET SOUTH ASIA

## BUILDING TOWARDS A VIOLENCE-FREE FUTURE: TRAIN THE TRAINERS SESSIONS

In order to foster empowered communities who are capable of recognising and standing up against Gender-Based Violence (GBV), we organised several sessions across multiple South Asian cities. The sessions focussed on training home-based worker leaders to also amplify the knowledge within their own communities.

### Delhi

**14-17 July, 2025**

This 4-day event was held for HBW leaders from Delhi and Bihar. Held in collaboration with SEWA Bharat and with facilitators from the Institute of Social Studies Trust (ISST), it raised awareness around key GBV concepts. As a special highlight, participants got a chance to visit a local police station to understand the response mechanisms and systems they can make use of.

Attendees also got practical exposure as trainers through mock training sessions where they got to practice their skills and learn from feedback.



## Tiruppur

21- 24 July, 2025

We conducted a similar session in Tiruppur with SAVE, with support from ISST facilitators. Here, core GBV concepts and the diverse intricacies of patriarchal systems were taught through interactive presentations, group reading and role plays where attendees themselves enacted situations from their lives.

This event, too, made space on practice sessions and training plans, paving the way for these learners to become master trainers in the future.



## Ahmedabad

8-11 October, 2025

HomeNet South Asia and ISST conducted this module in Ahmedabad, for the benefit of home-based workers leaders from IASEW. Participants explored the root causes and consequences of Violence Against Women (VAW), understood the role discrimination and patriarchy play in it and learned the response mechanisms and collective actions they can take.

Through it all, they developed facilitation skills, learned training delivery techniques and built session plans to execute similar training in their communities.



## Kathmandu

**18-21 August, 2025**

The Training of Trainer program in Nepal was held collaboratively with HomeNet South Asia, WHR, ISST, SAATHI Nepal, and SABAH Nepal.

39 participants delved into the concepts of discrimination and sexual violence, going on to explore it through the lens of the broader challenges of home-based work. They explored the ideas of self-confidence, negotiation, legal rights, collective action and more, and experienced an interactive visit to the police station. Participant groups got a chance to develop and conduct activities as trainers, get feedback and create effective training plans.



## Lahore

**8-10 December, 2025**

We collaborated with HomeNet Pakistan to conduct this session as a part of 16 Days of Activism. The sessions strengthened participants' understanding of sex, gender and GBV in the lives of home-based workers. The learnings extended to violence in the digital and economic spheres – with attendees learning how to combat it. Workplace harassment and response mechanisms were also covered.

HBW leaders made their voices heard by signing a Charter of Demand, calling for the ratification of the ILO Convention 190 and the implementation of laws for HBWs.



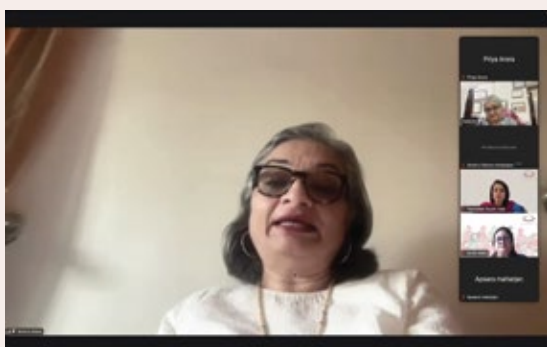
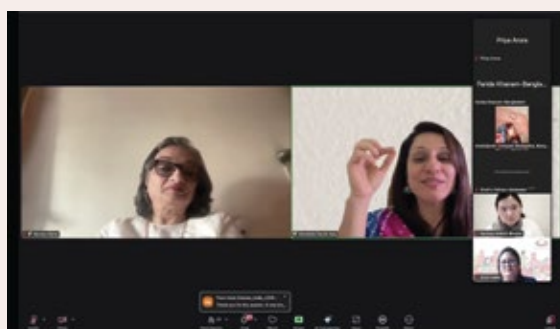
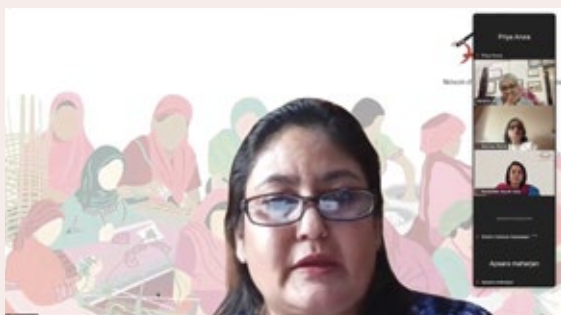
# ACCESS TO MARKETS WEBINAR

**29 April, 2025**

Hosted by us at HomeNet South Asia and moderated by Ms. Monica Raina, International Development Consultant - Enterprise Specialist, this webinar offered a chance for us to explore market access pathways for HBWs. It brought together representatives from our affiliate organisations in India, Sri Lanka, Bhutan, Bangladesh and Nepal, who shared first-hand experiences, challenges and possible opportunities.

The discussion revealed strategic priorities like understanding the market needs, building visibility and trust through branding and fostering credibility among consumers through storytelling.

The session concluded with solid plans to create structured Access To Market initiatives and develop training modules on marketing – as well as implement a collective branding strategy under the HomeNet South Asia umbrella.



# DRIVING PROGRESS THROUGH RATIFICATION: BANGLADESH'S SUCCESS STORY

**22 October, 2025**

Bangladesh's interim government recently ratified 3 key ILO conventions – ILO C 155 (Occupational Safety and Health Convention), ILO C 187 (Promotional Framework for Occupational Safety and Health Convention), and ILO C 190 (Violence and Harassment Convention).

The first two of these are classified as fundamental ILO conventions. Signed by Brigadier General (ret'd) Dr M Sakhawat Hossain, Adviser to the Ministries of Labour and Employment and Shipping, this made Bangladesh the first South Asian country to have ratified all 10 fundamental ILO conventions.



Image credit: The Daily Star

## MS CHANDNI JOSHI'S MEMOIR LAUNCHED IN DELHI

**16 October, 2025**

HomeNet South Asia launched "Weaving My South Asian Tapestry" – a memoir by Ms. Chandni Joshi (Enforcer - HNSA) in New Delhi, India on 16 October, 2025. Chairperson of HNSA, Ms. Renana Jhabvala, welcomed the audience and HNSA's Advisory Board Member Ms. Firoza Mehrotra introduced the author.

After an enlightening insight from the author, Ms. Chandni Joshi, we heard outstanding reflections from the distinguished speakers: HE Dr. Sheel Kant Sharma - Former Secretary General of SAARC; HE Dr. Shankar Prasad Sharma - Ambassador of Nepal to India; HE Mr. Riaz Hamidullah - Ambassador of Bangladesh to India; Prof Pam Rajput - Professor Emiretus, Panjab University; Mr. Ravi Kant - Founder, Shakti Vahini; and Ms. Renana Jhabvala, Chairperson of HNSA.



The author's grandsons Aabhaas and Aarav recited a poem from her memoir which was written by her children – Sristi and Pranaya. The renowned speakers then launched *Weaving My South Asian Tapestry*.

HNSA Regional Coordinator and moderator of the event, Ms. Sristi Joshi Malla thanked all the esteemed guests including HNSA's network, the diverse network and the UNIFEM team. Ms. Chandni Joshi worked in the capacity of Regional Director of UNIFEM, working in nine countries based out of New Delhi from 1994-2008. In a nutshell, it was not just a book launch but a celebration of Ms. Joshi's life and her contribution to the women's movement in South Asia.





# BRIDGING VOICES: HOME-BASED WORKER REALITIES AND POLICY PATHWAYS TO END VIOLENCE – A WEBINAR

**1 December, 2025**

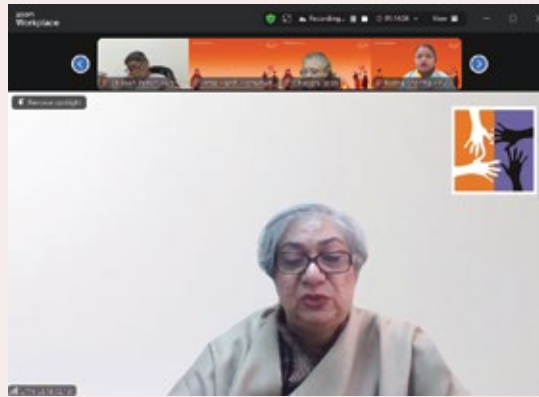
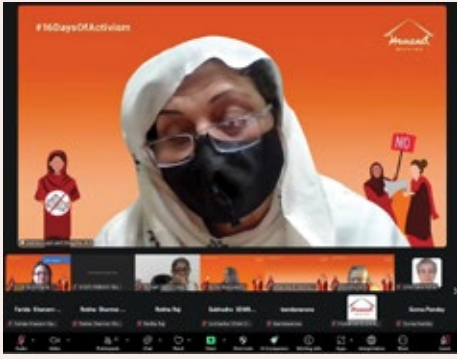
As a part of the global #16daysofActivism against violence against women, HomeNet South Asia hosted a transformative webinar unravelling the realities of home-based workers (HBWs), the different forms of violence they face and the dedicated efforts that can be taken to curb violence.

The webinar was opened with a note of welcome by the moderator, Ms. Sristi Joshi Malla, the Regional Coordinator of HNSA. Ms. Chandni Joshi, Enforcer of HNSA, and the Chair for the event, went on to set crucial context on the topic.

The event then made space for the sharing of lived experiences, on-ground insights and real-world perspectives.

- Ms. Shanti Maharjan (HBW, Nepal) spoke about her journey of mobilising 500+ HBW sisters and the challenges they face.
- Shagufta (HBW, Pakistan) shared her own experiences, highlighting the impact violence leaves on the future generation.
- Farida Khanam (National Coordinator - LIE, Bangladesh) shared the successful strategies that have helped organise HBWs, create awareness of legal mechanisms and present demands to the Government.
- Ms. Viyakula Mary A. (Executive Director – SAVE, India) emphasised why violence should be seen as a community issue that calls for collective action.
- Hon. Ms. Ume-Laila Azhar (Chair - National Commission on the Status of Women, Pakistan) acknowledged why it is so crucial to have key laws in place for HBWs.
- Hon. Ms. Shireen Pervin Huq (Chair - Head of the Women's Affairs Reform Commission, Bangladesh) shared about her country's inspiring journey of ratifying the ILO Convention 190.
- Ms. Bandana Rana (UN CEDAW Committee Member) shared key CEDAW provisions and articles that can be leveraged to uphold HBWs' rights.

The webinar concluded with summarised reflections by Ms. Joshi, acknowledging the struggles, the achievements and the road ahead!

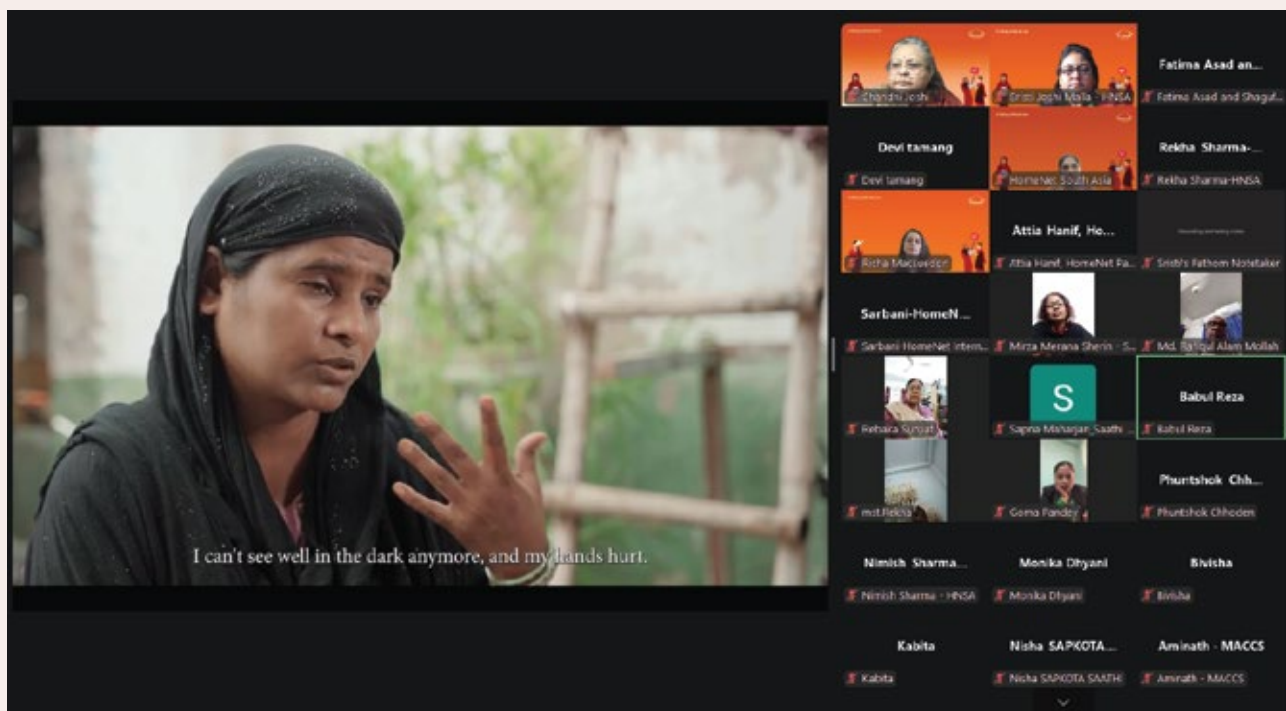


# VIDEO LAUNCHED: CATALYSING COLLECTIVE ACTION TOWARDS A VIOLENCE-FREE WORLD OF WORK FOR WOMEN HOME-BASED WORKERS

As a part of the same webinar, a compelling video was launched by HomeNet South Asia, highlighting its regional initiative “Catalysing Collective Action towards a Violence-Free World of Work for Women Home-Based Workers”.

Carried out in Bangladesh, India, and Nepal with affiliates LIE, SEWA Bharat, and Sabah Nepal, the campaign centred on worker organisation – raising awareness about their rights while empowering their voices. The video gives significance to the key challenges faced by women who earn their pay as home-based workers – from violence to harassment and more. 571 female home-based workers were reached through the initiative, and offered training, leadership development, and the skills needed to identify violence, access channels for compensation and move towards opportunities for safer, more respectable employment.

[Watch the full video to know more](#)



Our affiliate partners at CLASS Nepal, HomeNet Pakistan and Khulna also observed 16 Days of Activism in meaningful ways.

## 'WHAT CAN WE DO? – FINDING SOLUTIONS TO VIOLENCE AGAINST WOMEN' – A WORKSHOP FROM CLASS NEPAL

**9 December, 2025**

Center for Labor and Social Studies (CLASS) Nepal organised a valuable workshop that brought together 14 home-based worker leaders and male allies.

Led by Goma Pandey, participants explored the different forms of violence HBWs face and shared practical, community-based solutions to tackle them. It also acknowledged the importance of engaging men as a part of the solutions. The workshop activities were based on HomeNet South Asia Trust's 'A Training Manual for Women Home-Based Workers of South Asia to Address Gender-Based Violence'.



## INTERNATIONAL HOME-BASED WORKERS DAY OBSERVED

Organised by Purnima, Sarbojanin Unnayan Sangtha, Nabodiganta Nari Unnayan Sangstha, and Tarongo Samaj Kallyan Sangstha, this celebration was marked with a rally and awareness program to engage home-based workers.



## NETWORKING



The HNSA affiliates attended the book launch by Ms. Chandni Joshi in Kathmandu on June 30, 2025, along with eminent speakers, including the Hon. Minister of Labor, Employment and Social Security; the Director of SAARC; the Ambassador of Pakistan; a former Chief Justice; and a UN Women representative.



Regional Coordinator of HomeNet South Asia, Sristi J. Malla with Former SAARC Secretary General Mr. Esala Weerakoon and Madame Krishanti Weerakoon in Colombo, Sri Lanka, July 2025.



The National Alliance for Social Security (NASS) core committee meeting, held in Delhi on 1st September 2025, where a study was shared, observing the impact of climate change on six categories of workers, including domestic and home-based workers.



A National Alliance for Social Security (NASS) core committee meeting was also held in Bangalore on 31 October, 2025.



Ms. Chandni Joshi and Ms. Sristi Joshi Malla attended the United Nations Day, celebrating the 80th anniversary of the UN Charter, in the presence of the Prime Minister of Nepal and other government dignitaries. The event delved into the global theme, 'Building Our Future Together.



With the Hon. Member of the Human Rights Commission, Ms. Lily Thapa, and the Hon. Chair of the National Women's Commission, Ms. Kamala Parajuli, in Kathmandu on 19 December 2025, at the same event.



HomeNet South Asia Enforcer Ms. Chandni Joshi attended as the Chief Guest at 4th Kamla Bhasin Award held on November 30, 2025 at TEWA, Kathmandu.



HomeNet South Asia team visited Colombo in July 2025 and met with most of the affiliates from Sri Lanka over a half-day interactive session, where they updated the team about their achievements and challenges.



Meeting Nepali affiliates on 15 December, 2025 to revisit action plans for the Training-Of-Trainers initiative after the recent upheaval in Nepal.





With the Hon. Minister Ms. Shraddha Shrestha, Ministry of Women, Children, and with the Secretary, Joint Secretary, and government officials, senior citizens at the CEDAW Roadmap Validation Workshop in Kathmandu, 14 December 2025.





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