

**Policy workshops on Home-based Workers
in
Lucknow, Patiala and Patna**

**Organised by
Institute of Social Studies Trust**

**In coordination with
HomeNet india**

**With support from:
Lucknow Mahila Sewa Trust, Lucknow
The Nabha Foundation, Patiala
Bihar Rajya Gharkhata Mazdoor Union, Patna**

**Sponsored by
UNIFEM, New Delhi**

**Submitted by
Institute of Social Studies Trust**

**U.G. Floor, Core 6A
India Habitat Centre
Lodhi Road, New Delhi**

2008

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**Policy workshop on Home-based Workers
Organised by Lucknow Mahila Sewa Trust
In Coordination with Institute of Social Studies Trust (ISST) & HomeNet India
Supported by UNIFEM**

**Venue: Regional Science City, Lucknow
Date: 19th May 2008**

Number of Participants: 35

These included

- Ms. Zaitun Pathan, HomeNet India
- Ms. Anokhi Dave , HomeNet India (HNI)
- Shrayana Bhattacharya, Institute of Social Studies Trust (ISST)
- Ms. Farida Jalees, Lucknow Mahila Sewa Trust
- Mr. Irfan Ahmed, Lucknow Mahila Sewa Trust (LMST)

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**Policy Workshop on Home Based Workers
Homenet India and Institute of Social Studies Trust
Lucknow Mahila Sewa Trust
Regional Science Centre
19th May 2008
Lucknow**

Draft Agenda

10 am	Welcome and Introduction
10:20 am	Opening Remarks (LMST)
10:40 am	Presentation of Findings from Field Studies (ISST)
11: 00 am	Film Screening
11:25 am	Address by Labour Department Official present / Labour Commissioner
11:45 am	Tea Break
12: 15 pm	Discussions
1 pm	Vote of Thanks (LMST)
1:15 pm	Lunch

Proceedings:

The Lucknow Mahila Sewa Trust (LMST) and Institute of Social Studies Trust (ISST), with support of UNIFEM and HomeNet India, organized a workshop on Home Based Workers in Uttar Pradesh on **19th May, 2008**, at **Regional Science City in Lucknow**. The main objective of the workshop was to provide information on the findings of the research study on home based workers surveyed in the state, and raise awareness on the situation and needs of home-based workers in Uttar Pradesh. A total number of 35 participants included media delegations, government officials from the Handloom divisions and local civil society groups. Corporate social groups such as SAHARA were also present.

LMST Board member, Mr. Irfan Ahmed started the proceedings with a welcome address. He discussed the work of the Lucknow Mahila Sewa Trust and the need for focus on women's working conditions in garment trades which are linked to Lucknow and Uttar Pradesh's traditions and identities. She discussed the work of organizations such as SEWA and discussed the need to expand the network of member-based organizations across the country.

This was followed by Ms. Zaitun Pathan from Homenet India, who elaborated upon HNI's role and operations. She discussed the increasing number of home based workers in the country and the lack of social security provided to these workers, most of whom are women. She mentioned her experience in organizing home based workers and the need for civil society and unions to mobilize workers to demand protection from respective governments at the state level.

Our Hands at Work, a documentary based on the ISST-HNI projects findings supported by UNFIEM was screened. The film received several comments as participants felt it was a useful tool for advocacy for workers. Those present from the media requested more copies to be made available to them. The film was followed by a presentation focused on the ISST-HNI studies in Uttar Pradesh. The key findings from the state were in 3 different sectors.

Zari and Zardozi work is done on garments, bags, purses and other allied items by skilled workers in the gangetic plain of Uttar Pradesh and is seen as an affluent market. Zari and Zardosi work is done by both workshop-based workers and home-based workers. The State of UP is well-known for the high quality of Zari and Zardosi embellished products. In 1994-95, there were 12,500 Zari and Zardosi units in UP providing employment to 218,000 workers. The value of annual production was Rs.1.43 billion and the value of **exports was Rs.250 million** during the same period. In other words, **one-fourth of the total production was exported**. The total number of enterprises increased from 12,500 in 1994-95 to 16,134 in 1999-2000 thereby recording an increase of 29.1% in the said period. Further, the total number of workers employed

in Zari and Zardosi work, during the same period, increased by about one-third. Thus, the industry is showing signs of expansion and export and employment potential. Moreover, the total value of production increased by 41.71% and the value of exports increased by 12% during the same period. These figures show that Zari and Zardosi products have considerable potential for market growth. In the case of Bareilly, the production of Zari and Zardosi products provided employment to 100,000 people and involved an annual turnover of Rs.150 million of which Rs.10 million worth of goods were exported.

The average earning in a month among our sample during peak season was Rs. 2478, which is 4% above annual income based on minimum wages. The average number of months in a year this work is undertaken by our respondents is 6.5 months. Peak season span is 5 months. Workers reported an average working day of 7 hours during the peak season months and 4 hours during lean months. A majority of 86 % of our respondents are **piece rate workers**. 36 % of the respondents shared that the availability of work had decreased in the last 2 years. 33 % shared **that costs associated with work** had remained the same in the last 2 years. 17 % felt that the costs incurred had increased.

95 reported illness in the last year. Those who sought treatment for health concerns did so through a private clinic. Women complained of headaches and eye pain due to the stress on eyes from this work. Other complained about regular backache and knee pain due to the persistent hunched position women were in while doing the embroidery. Considerable percentage of 33 % stated that they had **problems storing their finished goods**. 35 % of the sample respondents stated that they were illiterate.

From the standard questionnaire, more work was cited by 60% as an important need. Both, timely payment and access to market information were cited by 49% of the sample.

“Patti-ka-kaam”, as it is known in the region, once a favourite with the Nawabs and the royalty, is a form of delicate appliqué embroidery that originates in Rampur & Aligarh in Uttar Pradesh, India. **“Patti-ka-kaam”**, as it is locally known, is a form of delicate appliqué embroidery that originates in Rampur & Aligarh in Uttar Pradesh, India. This craft form was once patronized by royalty in the region. The appliqué work done in Rampur is based on organdy cloth and cotton. In some cases tissue cloth is also used. The tissue or organdy cloth is folded around sequins which are stitched on to the base cotton cloth, which contains a pattern or design.

Annual Income from Appliqué Work is estimated at Rs. 1855.00 for the homebased workers surveyed. This is 15% of annual income possible based on **minimum wages**. Women in this trade report finding work for 8 months in a year from which 5 months are **peak working**

periods. Hours of work span between 5 hours a day during the peak period and close to 3 hours a day during the lean period. 88% workers were working on **piece rate basis**. Piece rates are rarely uniform as they are paid at ad hoc time with inter and intra local variations. 51% of the women interviewed stated that **work related expenditures** had increased in the past two years. This expenditure was predominantly on thread, electricity and transport of finished goods. 54% felt **work opportunities** within the appliqué trade had decreased in the past two years while 61% felt **income** from appliqué work had decreased in the same time span.

65% reported illness in the past two years and this has much to do with the local habitation and **occupational health** risks. While some women complained of headaches and eye problems due to the concentration required for work, others cited viral diseases. Most treatment was sought from private clinics and this drained household savings. 43% workers were below the age of 18 and 30% of the workers were illiterate.

Timely payment, increased work opportunities and Minimum Wages emerged as key needs identified by the workers surveyed.

During the field survey conducted in several locations in Lucknow, it was observed that the proclivity of women to be engaged in this trade, that too at home was an emerging trend. Interviews with contractors suggested that most work was conducted on piece rate basis, but was done in sheds or workshops. In most cases and areas observed men and women were both engaged in this work at sheds, but women were involved predominantly in the lesser skilled folding process. Men would work with the cutting machines and gluing, stapling or printing process.

However, each of the four contractors interviewed stated that 2 to 3 women did take work home and bring boxes back to the sheds in the month. Furthermore they observed that in many cases where men were working at sheds, work would be taken home and women and children would be engaged in this trade on an unpaid basis.

Training was seen as a key barrier by many contractors to paid female entry in the trade. Puruchand, the contractor interviewed in Madaiganj said that men were usually involved in this work as women needed more training and did only odd jobs associated with the work such as folding at home. Persons engaged in this trade reported some levels of primary education. During FGD's the most educated female participant had studied till class 9th..

FGD's conducted in Naka suggested that women earn between Rs 8 to Rs 10 for 100 boxes. A few women reported that the piece rate increases by Rs 1 each year during Diwali time and the actual amount they should have been receiving was Rs 10. However, varied rates were reported and contractors/wholesale box retailers would pay women at ad-hoc rates and infrequently.

Women working in Naka Chouk lived in a locality which was dominated by shops selling boxes. From the point of view of market proximity and direct relations with contractors, this would seem close to an ideal situation. Workers deal directly with the main contractor and receive raw materials from him directly. To solve any dispute regarding payment or supply requires a 5 minute walk from their houses. However, findings suggest that while such proximity to market activity does provide work opportunities, it does not guarantee employment or earnings security.

Women in the locality said that finding work was based on their own initiative and the whims of the contractors. Earnings were not stable and no such assurance was possible. In other areas, the rates paid to labour were ad-hoc and biased in favour of shed based labour. Contractors interviewed in Madaiganj said they would hire labour from outside and pay them 20 Rs for 500 boxes and 30 Rs for 600-700 boxes depending on the type of box.

Women in the FGD said that they would stay up all night working for these boxes during this time. They would make 800-1000 boxes in a day during the peak season and the lean season they would supply close to 500 boxes per day. The lean season was cited during Monsoons and rainy spells as the boxes would not dry properly.

Backaches, leg pain and headaches were reported by each FGD participant as the work process involves long hours where women are hunched and squatting throughout the day. During FGD's only one woman stated that she had faced serious illness due to which she went to the doctor. The participants said they preferred going to the local private doctor as the government hospital would take too much time. The private doctor in Naka charged Rs 30 for each visit.

Child labour is rampant in this trade as only one FGD participant noted that she started working in this trade after her marriage. As earnings potential (See Diagram 1.1) is dependent on the number of boxes supplied, the whole family is engaged to contribute in the production process.

Women in Naka expressed great concern about the sanitation and hygiene of the area they lived in. The local garbage was never collected and working in this situation exposed them and their children to great health risks. Houses were reported as one room shelters and only two women who were part of FGD's said they had windows at home. Each person reported that they had a

toilet at home. The major work related problem observed and voiced surrounded storage. Boxes were seen spread out inside homes and outside on adjoining streets.

The findings were discussed and HNI member deliberated upon the next steps that needed to be taken to provide greater visibility and social security to home based workers in the state. Farida Jalees, the head of LMST concluded the event with a vote of thanks and summarizing the discussions.

Key Issues:

- Several questions and discussions featured around the experience of SEWA in attempting to work with home based workers.
- Various questions were aimed at understand the concept of home based workers
- Civil society representatives expressed anger at the lack of any involvement by local labour officials and representatives.
- Member from the SAHARA group stated that contractors and buyers of garments work in UP faced the problem of dealing with increasing wage demands from workers. In response Zaitun Ben felt that this was added reason for minimum wage and standardization of payment norms for home based garment work.

Next Steps:

- A committee comprising of members from the Consumer Union, LMST, Bareilly Kisan Sewa Sansthan and SAHARA representatives to lobby for discussions with the Labour Department in UP, in collaboration with HNI.

Policy workshop on Home-based Workers
Organized by The Nabha Foundation
In Coordination with Institute of Social Studies Trust (ISST) & HomeNet India
Supported by UNIFEM
Venue: Prabhat Parvan Trade Union Memorial Centre
Date: 30th May 2008

Number of Participants: 50 + 30 Phulkari workers

The group included

- Mr. D C Bansal, Assistant Labour Commissioner cum Commissioner under Workmen Compensation, Patiala
- Major Manko, Nabha Foundation
- Sunaina Suneja, Design Consultant for Phulkari garments, Nabha Foundation
- Shrayana Bhattacharya, Institute of Social Studies Trust
- Mr. Subhasis Chakraborty , Nabha Foundation , Delhi
- Mr. Jitender Kumar, A. P.O DRDA
- Ms. Rekha Maan from Patiala Handicraft handloom Society

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Workshop on Home Based Workers
HomeNet India, Institute of Social Studies Trust and UNIFEM
The Nabha Foundation
30th May 2008

Draft Agenda

- 12:00 pm Welcome and Introductions
The Nabha Foundation
- 12:10 pm Opening Remarks
Institute of Social Studies Trust
- 12:20 pm Group Discussions
- 01:00 pm Lunch to be served at the venue
- 02:00 pm Presentation of Findings from Field - 2006 Research
Institute of Social Studies Trust (ISST)
- 02:20 pm Film Screening
- 02: 35 pm Address by Labour Department Official present /Labour Commissioner
- 03:00 pm Queries
- 03:15 pm Vote of Thanks - HomeNet India/Nabha Foundation
- 03:30 pm Adjourned

Proceedings

The event started with a welcome address by Ms. Shrayana Bhattacharya from Institute of Social Studies Trust and Major Manku, the local head of operations for the Nabha Foundation. Major Mankhu discussed the work of the Nabha Foundation and its interest in working with poor women in the region, especially those who are trying to carve a living through garment work such as Phulkari. He stressed on the role the government and civil society needed to play to ensure that the traditions of such work should not be wiped out from Punjab.

The gathering went through a round of introductions, after which the presentations and discussions began. Shrayana Bhattacharya from the Institute of Social Studies Trust (ISST) introduced the history of the research and the work of Home Net India in collaboration with UNIFEM and ISST. Her talk centered on the increasing significance of home based work and the policy dialogue surrounding such issues occurring at state and national levels. The HomeNet South Asia – UNIFEM conference on Women, Work and Poverty held in February 2007 at Delhi garnered a lot of interest from the local government labour officials present. There were several questions posed regarding the definitions and typologies of home based work and there was a need for more conceptual training for the labour department at the state levels.

Many workers present in the audience felt that their status as ‘workers’ was not acknowledged and Ms. Sunaina Suneja, Design Consultant with the Nabha Foundation felt the need to value Phulkari work and workers as an economically viable enterprise.

The first session focused on group discussions between workers who were affiliated to the Nabha foundation through self help groups. 5 groups were created from the 30 workers present and they were asked to present their thoughts on work availability, income, hours of work and the key problems associated with Phulkari work. Their presentations suggested that workers spent between 6-7 hours in a day on Phulkari work, while they earned around Rs 2000 per month. They cited training and marketing as the main problems associated with Phulkari. These discussions were followed by an address by the District Rural Development officials, who mentioned Self Help Group schemes and the National Rural Employment Guarantee Act as solutions to the problems of home based work.

While there are no official estimates for the Phulkari market, recent trends suggest that it is a trade with immense marketing potential, especially with the NRI Punjabi community fuelling growth in demand and supply. While the market for Phulkari products is relatively centralized, it is in a period of organization based on market driven trajectories of supply chain management.

Conversations with Phulkari related shop owners and workers revealed that the demand for such textiles is increasing with the increasing income and aspirations of communities in Patiala and beyond. One shop owner's comment highlights this phenomenon.

Phulkari implies **traditional “flower work”** style embroidery which is peculiar to Punjab. This folk art developed by Punjabi women is an essential part of local tradition and is often seen as a component in basic education for girls.

Annual Income from Phulkari Work is estimated at Rs. 20412.00 for workers surveyed, which is 5% more than **minimum wage** based annual income. On average, respondents stated that they were engaged in Phulkari work for 11 months in a year. Women in this trade find work for 9 months in a year. 6 months from these are **peak working periods**. **Working hours** span 7 hours a day during the peak period on this trade. During the lean period, this drops to 4 hours. 90% workers were **piece rate** workers. 6% of the respondents faced **illness** in the past year. Women complained of eye and knee joint related problems. 96% stated that **work related expenditures** had increased in the past year. 80% stated that **work opportunities** from Phulkari trade had increased. 76% of the sample report increase in **income** in the past two years. 29% of the workers were **illiterate**.

The **need for timely payment, more work opportunities and credit** emerge as the priorities cited by workers surveyed. The key needs cited in this trade for Patiala stress in enterprise and income related priorities. 68% of the sample mentions the need for more work and this emerges as the top most priority for the section of Phulkari workers investigated. 30 % cite the need for timely payment as a key need in the sector. This is hardly surprising, considering several interviewed workers complained about payments being excessively delayed. 16% of the sample suggested that they needed assistance in marketing through more information about the Phulkari trade and potentials.

The screening of Our Hands at Work, a documentary based on the UNIFEM supported research taken up by HNI and ISST gather praise and the ISST presentations were followed by the Assistant Labour Commissioner. The Assistant Labour Commissioner addressed the audience where he appreciated the UNIFEM, ISST, HNI and Nabha Foundation effort and mentioned the need to try and bring Phulkari work under a wage norm. Mr. Subhasis Chakraborty from the Nabha Foundation made an important intervention demanding workers to receive dignified treatment and social security from the government officials. Mr. Nirmal Singh gave the closing vote of thanks.

Key Issues:

- The participants mentioned the need to give visibility to women's work, particularly in Phulkari as the sector was growing and women were primarily engaged with such work. **The need for more district and state level deliberations on the numbers of workers involved in Phulkari was highlighted.**
- The need to **integrate training centres with contractors to ensure wage norm implementation was discussed.** Such focus on training would improve the quantity and quality of the Phulkari product, thereby increasing income and output for the workers.
- **Marketing and training**, though cited by majority workers, was felt to be an inadequate means to provide social security by Nabha Foundation officials. They felt the need to incorporate **occupational health and legal training** in the training component of the organization would help workers more.
- **Minimum wage** was an important area for discussion and the Nabha Foundation expressed a keen desire to undertake lobbying for Phulkari workers. The Assistant Labour Commissioner was asked several questions regarding the minimum wage laws and the need to include home based trades under such legislations. This emerged as an important area for development organizations, civil society initiatives and research bodies to look into. **There was a need for greater sensitization of the local level labour officials to issues surrounding home based work and to engage on issues pertaining to minimum wage clauses.**

Next Steps:

- Time Motion study will be further discussed with the Nabha Foundation officials and Labour Department officials.
- There may be need for more local research, which ISST and HNI may be asked to provide some external input.

**Policy workshop on Home-based Workers
Organised by Bihar Rajya Gharkhata Mazdoor Union
In Coordination with Institute of Social Studies Trust (ISST) & HomeNet India
Supported by UNIFEM**

**Venue: Hotel Crystal, Patna
Date: 31st May 2008**

Agenda

1:00 pm	Welcome and Introduction (Bihar Rajya Gharkhata Mazdoor Union)
1:30 pm	Opening Remarks (HomeNet India)
1:50 pm	Presentation of Findings from Field Studies (ISST)
2:10 pm	Film Screening (Our Hands at Work)
2:35 pm	Discussions
3:35 pm	Final Speech by BRGMU
3:55 am	Vote of Thanks
4:00 pm	Tea and Snacks

Introduction:

The Policy Workshop on Home-based Workers for Bihar chapter was organised at Patna by Bihar Rajya Gharkhata Mazdoor Union (BRGMU). Around 40 home-based workers from Patna, Begusarai, Samastipur, Gaya and Jamui districts attended the workshop. Apart from the home-based workers, the workshop was also attended by the representatives from trade unions at Patna, delegations from print and electronic media, the representatives from HomeNet India, representatives from Institute of Social Studies Trust (ISST), New Delhi and representatives from Bihar Rajya Gharkhata Mazdoor Union (BRGMU). The Workshop was chaired by Mr. Anil Sharma, Secretary of Patna Zila Gharkhata Mazdoor Union.

Proceedings:

Mr. Nawab Ghazanfar, Secretary BRGMU, inaugurated the workshop with a welcome address, which was followed by a round of introductions from all the delegates at the workshop. Ms. Zaitun Pathan from Homenet India, elaborated upon HNI's role and operations, in organizing home-based workers in India. Rajib Nandi from ISST, New Delhi presented the findings from the study done on the home-based workers in Bihar, which had been sponsored by UNIFEM and Home-Net India. The presentation was followed by the screening of the documentary film, titled '*Our Hands at Work*' prepared by ISST.

The screening of the documentary film was followed by a detailed discussion by the participants at the workshop. The key issues emerged for the study and the film were discussed at the workshop at a length. In the ISST study, it was found that in Bihar women are involved in a number of home based jobs. A few of them were included in the study e.g. rolling of agarbatti (incense sticks) and rolling of bidi (cigarettes), making of mala (necklaces) with plastic beads, making of bansuri (bamboo flutes), toffee wrapping and chappal (sandal) making etc. Other common home-based occupations are making of leaf-plates (pattal), traditional form of embroidery (sujni and zari-zardozi), making rope, spinning and weaving jute, making mats from date palm leaves, bamboo work, tasar silk spinning and weaving and making of puffed rice (muri and chura) etc.

Bidi rolling is one major source of livelihoods in rural Bihar, especially among the landless people. The study in Begusarai and samastipur districts found that the workers are paid the specified minimum wage. However, women are paid lesser than the men and on the top of that they are not entitled to Provident Fund Scheme. There is no formal credit facility for the bidi

workers. In the workshop, the bidi workers from Jamui raised the issue of minimum wage, which they feel too low in the state. They also raised the issue of health related problems, as currently there are no health check-up facilities for the bidi workers.

The rolling of agarbatti is another trade, where a lot of home-based workers are employed. Most of these home-based agarbatti workers are women. Earlier, ISST had done a small study on those agarbatti workers in and around Gaya. Though the study found that the payment was regular, the workers earn meagerly, Rs. 15 to Rs. 20 after 10 hours of work. Several health problems are associated with Agarbatti rolling like back pains, chest congestion etc. Unfortunately the Agarbatti workers from Gaya district could not join the workshop at Patna. However, the representatives from zila gharkhata mazdoor unions (district home-based workers' unions) raised the issue of minimum wage and health and credit related problems for the Agarbatti workers in Bihar.

Mala making and toffee wrapping are smaller trades of Patna city where one finds women home-based workers. None of these trades are in any stable situation, as far as availability of work and wage rate is concerned. The volume of work available in these trades has not changed in the recent years. In both the trades, there are no stipulated minimum wages and the workers are paid scantily. In the case of mala making the wage rate has come down in last couple of years. Workers are deprived of any kind of credit facilities and social securities. Minimum wage and credit facilities are two important areas to be looked into. The mala workers in the workshop raised all those issues in the workshop and tried seeking solutions for those problems.

It was roughly estimated that around 10,000 people are engaged in the trade of chappal making in the old city of Patna. The workers in this trade are both factory based and home-based. The trade is primarily dominated by the male workers. However, there is a role for the women home-based workers too. The women workers make certain parts of the chappal. ISST study finds that as many as 42 percent of the women workers in this trade work as unpaid family labour. There is also a trend of dropping of the volume of work for the women workers, as their job is totally dependent on the design of the chappals. If much of the jobs are done in machine, they do not get enough job to do in the trade.

In the workshop, all the workers - bidi workers from Jamui, the mala and mori makers and chappal workers from Patna City and several other women home-based workers -raised the issue of minimum wage. There were discussions on the ways in fixing minimum-wage for several smaller trades, where home-based workers are engaged. It was discussed in the workshop that there might be a few hundred trades, where home-based workers are involved. Questions were

asked if it is possible or feasible to enlist all the jobs in the schedule for minimum-wage, because they argue old jobs are fading out and new home-based jobs are emerging. The workers gave example of rakhi workers in Patna, which was prevalent in some areas of the city. However, presently, there is no job for the home-based rakhi workers in Patna as imported Rakhis are more popular in the market. Most of the mala makers were once used to be in rakhi making. In the same way, making leaf-plates (Pattal) was very common in Patna. Today with disposable thermocol and paper plates, there no market for the pattal, hence one would not find many pattal workers in the City. It was suggested that all these smaller trades can be clubbed together as home-based work, and there should be a separate column in the minimum wage schedule as home-based work.

Finally, there were discussions on the problems of organizing the home-based workers. In home-based trades, the unity among the workers is much less among the workers than the factory-based workers. Mr. Ghazanfar Nawab a trade union personality from Bihar and the Secretary of BRGMU said that it's difficult to organize the home-based workers. Moreover the owner or the contractors are often not visible to the workers. Often, the workers are not aware, whom they are working for. He appealed to the home-based workers to organize other home-based workers in their respective neighbourhoods in order to fight for their rights. Ms. Jaitun Pathan spoke on her own experiences at Ahmedabad city in organising women workers. She narrated how the SEWA members had organized the home-based stitching workers against all odds.

In the final speeches Mr. Ghazanfar Nawab highlighted the statistics of informal economy and unorganized sectors in India. He said that the unorganized sector, where the home-based work belongs to, has a huge contribution in the national economy. He said that the home-based workers should be proud of their labour status and their contribution for the economy of the country. He emphasized upon the rights of home-based workers rights to have the social security and importance of organisation in achieving the goals. He once again summarized the discussions and highlighted the key issues.

The workshop ended with a vote of thanks by Mr. Anil Sharma.

Key Issues discussed in the meeting:

- Several questions and discussions featured around the **minimum wage** and **social security** for the home-based workers.

- Issues related to **occupational health and safety**
- Issues related to **housing and habitat improvement**
- Issues of **Institutional Credit facilities** for the home-based workers.
- Issues were raised on the **importance of organizing a platform** to raise the demands for the **rights of the home-based workers**.
- **Experiences of SEWA** Union in organising the women home-based workers.
- **Impact of Globalisation** on different trades in the context of vulnerability of several local trades.

Future Plans

- Organising all the Home-based workers at the local level
- Strengthening the Organisational capacities and cooperation with other similar organizations
- Lobbying with the concerned government departments for a comprehensive schedule under Minimum wage Act and its implementation at the local level.
- Lobbying with the concerned government departments for drafting a policy for the home-based workers and social security measures for the workers.

Follow up:

- In the absence of any officials from the State Labour Department, a memorandum will be presented to the labour Commissioner by the BRGMU, Patna.
- A Press Release has been prepared to share the outcomes of the workshop.

List of Participants

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Patna City

Representatives from Patna Zila Mazdoor Union, Patna City.

Representatives from Jamui Zila Gharkhata Mazdoor Union, Jamui

Representatives Begusarai Zila Gharkhata Mazdoor Union, Begusarai

Representatives Samastipur Zila Gharkhata Mazdoor Union, Samastipur

Representatives Gaya Zila Gharkhata Mazdoor Union, Gaya

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Representatives from other Trade Union Organizations, Patna

Presented by:
Shrayana Bhattacharya

POLICY WORKSHOP ON HOME BASED WORKERS

Lucknow Mahila Sewa Trust, Lucknow
Institute of Social Studies Trust, New Delhi
Homenet India
UNIFEM
Lucknow
19 May 2008



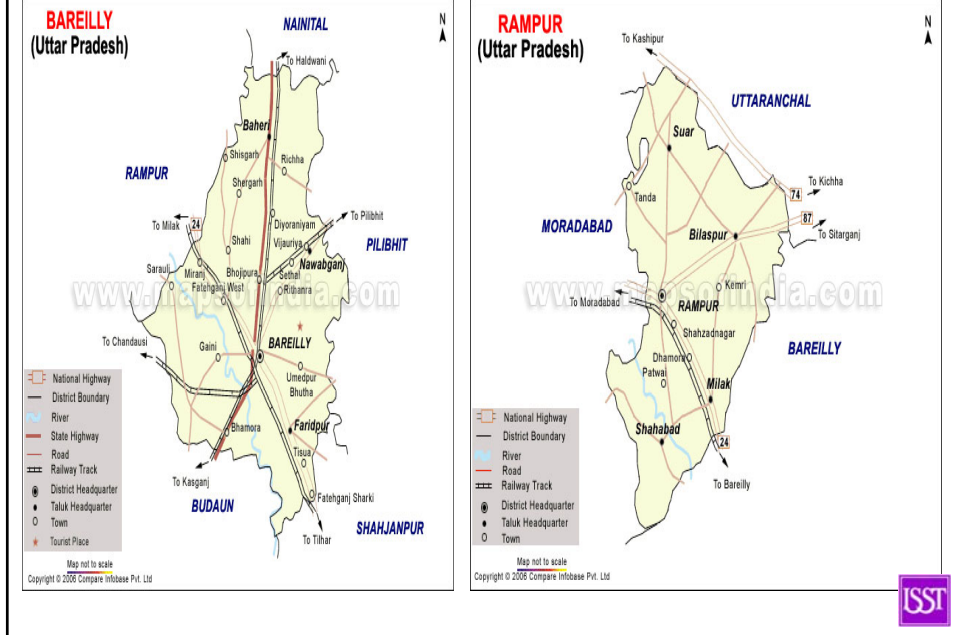
HOME BASED WORKERS , UTTAR PRADESH

Uttar Pradesh

Sector	Location	
	Place	No of Respondents
Appliqué Work	Rampur District	74
Zari Zardosi	Bareilly District	99



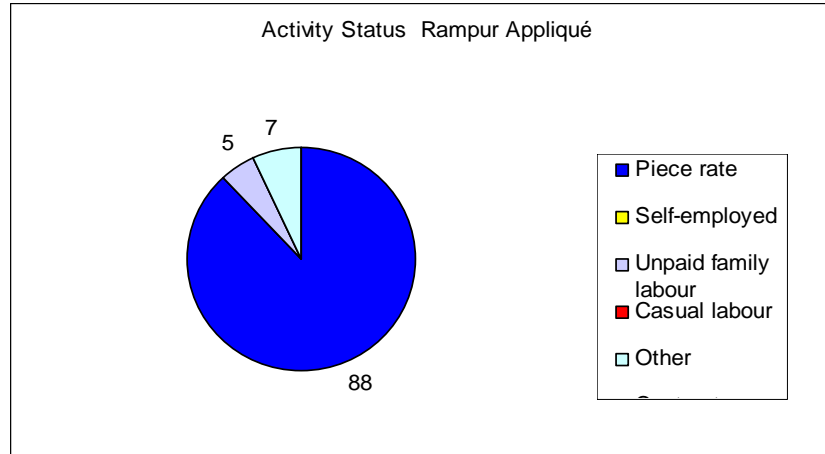
UTTAR PRADESH



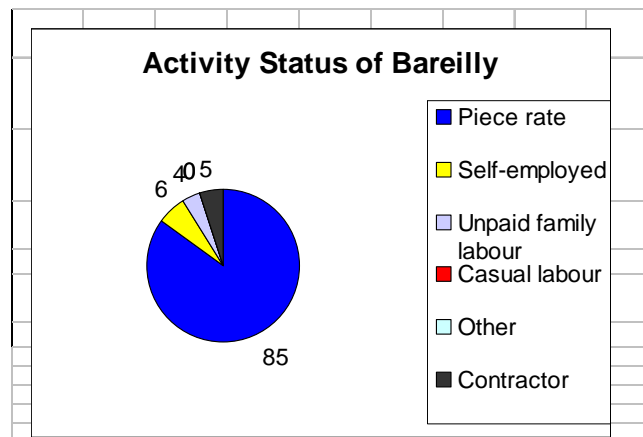
Demographic details of Respondents

Characteristics	Rampur (In Percentage)	Bareilly
Females	100	100
Males	-	-
18&above	57	84
Below 18	43	16
Illiteracy	30	
Ever married	66	
Number of dependents in household (average)	3	
Average Household Size	8	6

Piece Rate workers predominant

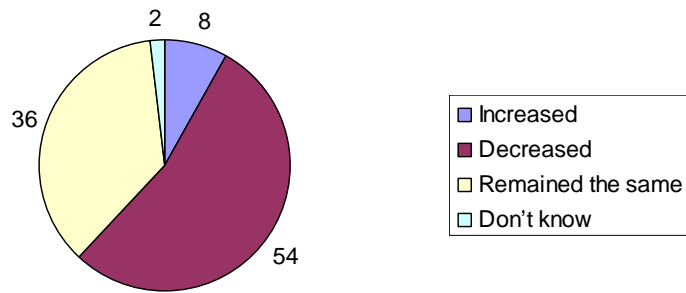


Piece Rate workers predominant



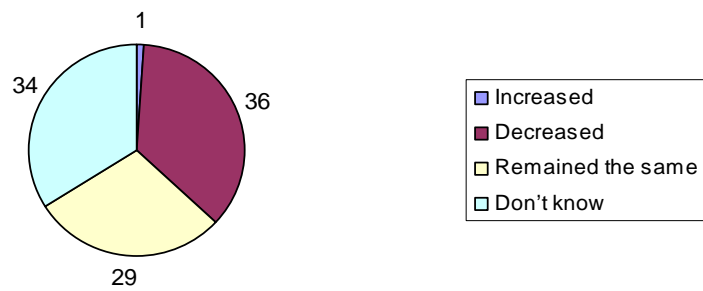
Work Insecurity

Change in work availability Rampur



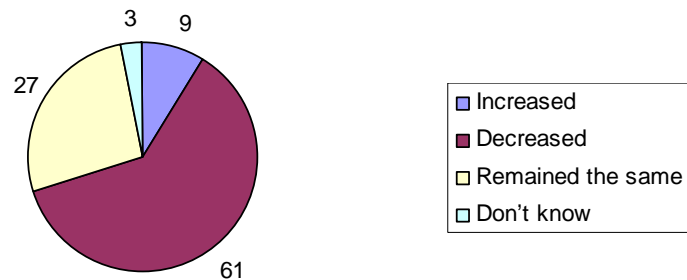
Work Insecurity

Change in work availability Bareilly



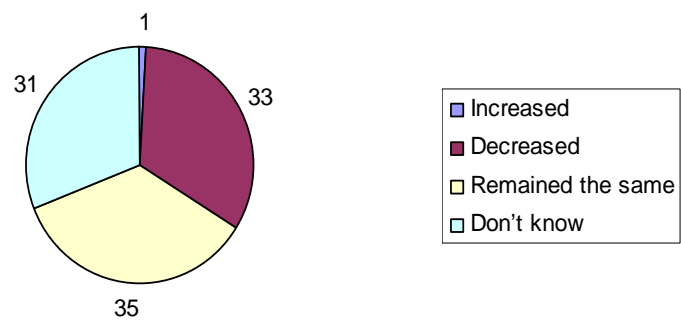
Income Insecurity

Change in Income Applique



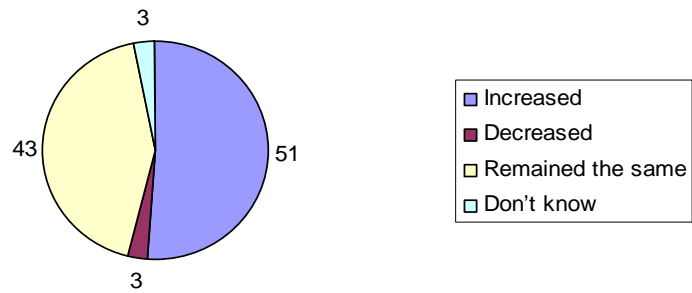
Income Insecurity

Change in Income Zari Zardosi



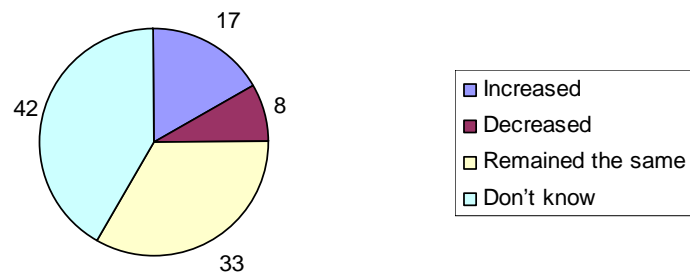
Thread and Transport

Change in Work related expenses Appliqué



Thread and Transport

Change in Work related expenditure Zari Zardosi



Characteristics	Rampur Appliqué	Bareilly Zari Zardosi
State minimum wage	Rs 58.00 per day	Rs 58.00 per day
Average income (per month) in peak period	Rs 305	Rs 1916
Percentage of state minimum wage	18	110
Average income (per month) in lean period	Rs 110	Rs 798
Percentage of state minimum wage	6	46



Minimum Wage

Sector and Location	Rampur Applique	Bareilly Zari Zardosi
Present earning in a year including peak and lean season	Rs. 1855.00	Rs. 15806.00
Yearly earning as per the minimum wage	Rs. 12064.00	Rs. 15080.00
Percentage of Minimum wage based annual income	15 (-10,209)	104 (726)



Table: Seasonality

Period	Rampur Appliqué	Bareilly Zari Zardosi
Peak period	5	7
Lean period	3	3



Table: Hours of work

Period	Rampur Appliqué	Bareilly Zari Zardosi
Peak period	5	9
Lean period	3	6



Thank You !



Presented by:
Shrayana Bhattacharya

POLICY WORKSHOP ON HOME BASED WORKERS

The Nabha Foundation
Institute of Social Studies Trust
Homenet India
UNIFEM

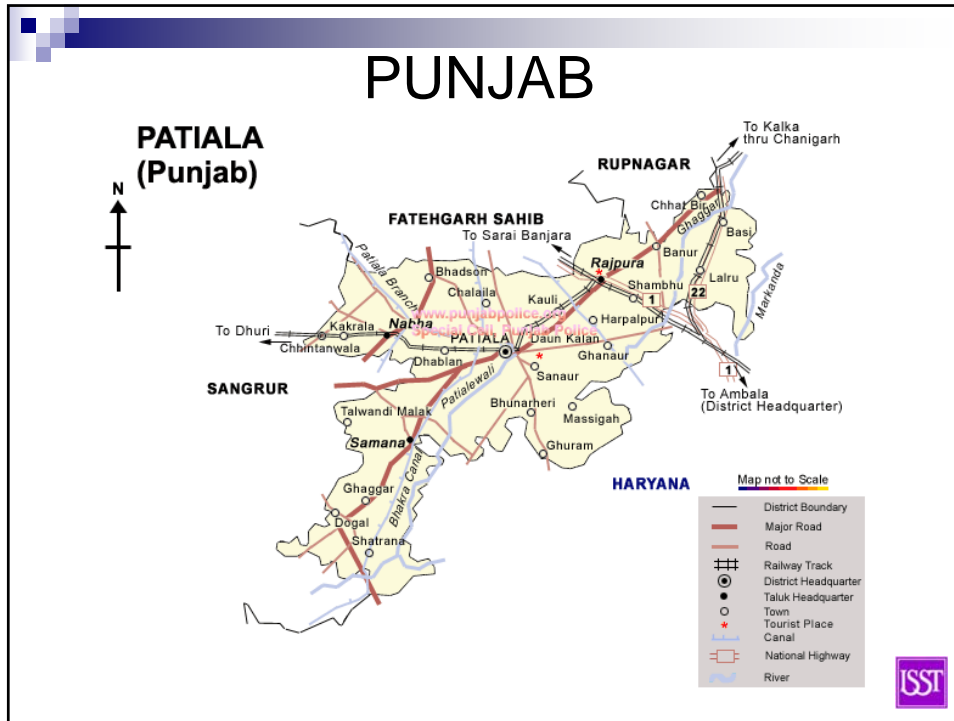
Patiala
30 May 2008



Study on Home-based Workers in U.P., Punjab & Bihar

Sector	Location	
	Place	No of Respondents
Phulkari	Patiala City	50

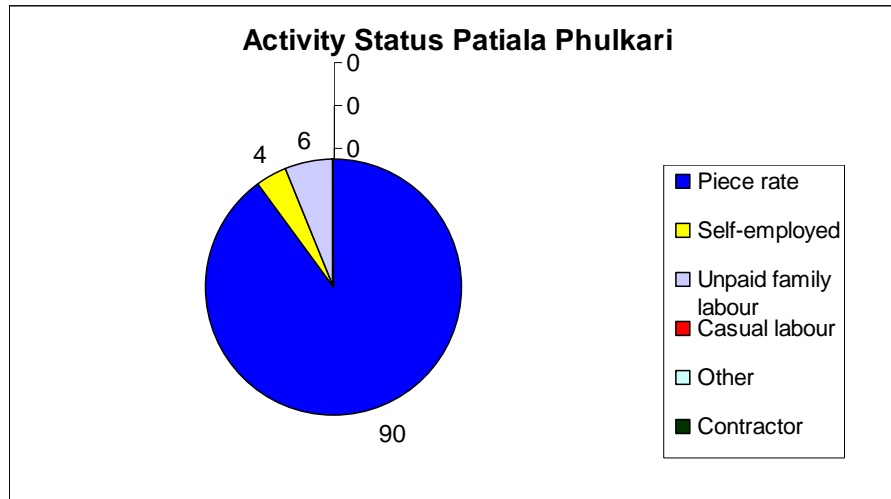




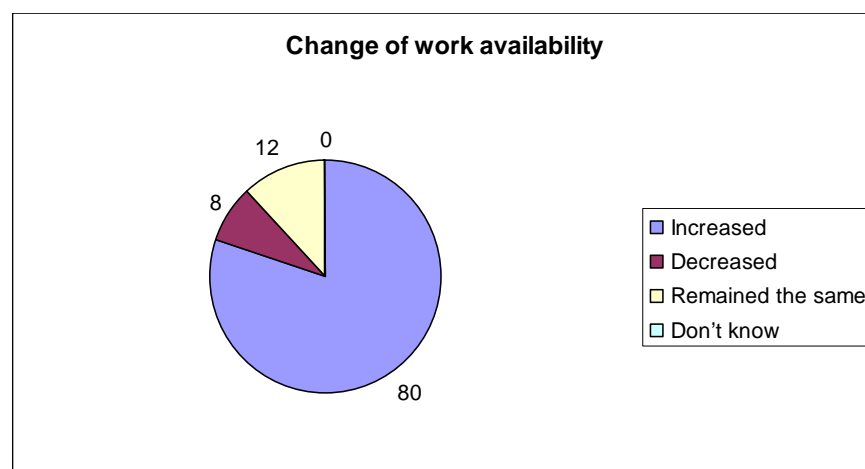
Demographic details of Respondents

Characteristics	Patiala (In Percentage)
Females	100
Males	-
18 & above	94
Below 18	6
Illiteracy	28
Ever married	70
Number of dependents in household (average)	2
Average Household Size	4

Piece Rate workers predominant

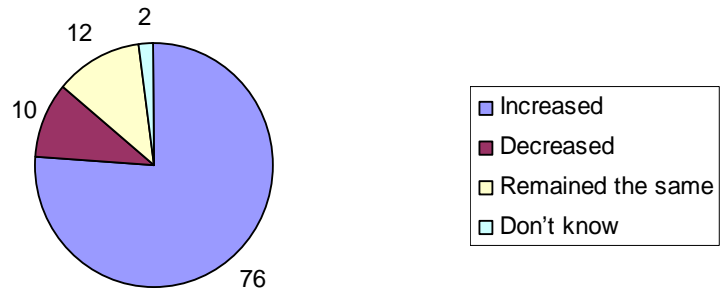


Work Strengthening



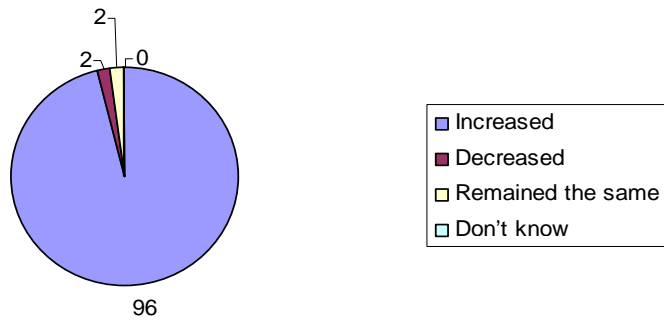
Income Increasing

Change in Income Phulkari



Thread and Transport

Change in Work related expenditure Phulkari



Characteristics	Patiala Phulkari
State minimum wage	Rs 83.00 per day
Average income (per month) in peak period	Rs 2889
Percentage of state minimum wage	116
Average income (per month) in lean period	Rs 1026
Percentage of state minimum wage	41



Minimum Wage

Sector and Location	Patiala Phulkari
Present earning in a year including peak and lean season	Rs. 20412.00
Yearly earning as per the minimum wage	Rs. 19422.00
Percentage of Minimum wage based annual income	105 (990)



Table: Seasonality

Period	Patiala Phulkari
Peak period	6
Lean period	3



Hours of work

Period	Patiala Phulkari
Peak period	7
Lean period	4



KEY POLICY RECOMMENDATIONS

- Minimum Wage
- Credit and Training
- Marketing Assistance

Thank You !



Presented by:
Rajib Nandi

POLICY WORKSHOP ON HOME BASED WORKERS

Bihar Rajya Gharkhata Mazdoor Union
Institute of Social Studies Trust
Homenet India
UNIFEM
Patna
31st May 2008



Study on Home-based Workers in Bihar

Sector	Place	Methods adopted
Agarbatti rolling	Gaya	Case Study/GD
Beedi rolling	Samastipur/Begusarai	Case Study/GD
Toffee wrapping	Patna City	Case Study/GD
Flute making	Patna City	Case Study/GD
Mala making	Patna City	Case Study/GD
Chappal making	Patna City	Survey: 76 respondents



Agarbatti Rolling

- A few thousand people (exact figure not known) in and around Gaya are involved in agarbatti rolling.
- Generally women get the job from the factory in the locality, the children help their mothers
- The work is available throughout the year, quantum of works varies from season to season.
- Wage is received on piece-rate basis
- Wage rate: Rs. 8 to Rs. 10 per 1000 agarbattis or per 1 Kg.
- Work for 8 to 10 hours a day
- One family earns Rs. 20 to Rs. 40 a day
- On an average one family earns Rs. 500 to Rs. 900 a month
- Credit facility: No credit/loan facilities from the contractor.



Beedi Rolling

- Beedi is a major home-based job in the whole of rural Bihar.
- Both men and women get the job from the local contractor.
- The work is available throughout the year, quantum of works may vary from season to season.
- Wage is received on piece-rate basis
- Wage rate: Rs. 15 to Rs. 30 per 1000 beedis (local beedi) and Rs. 38 for 1000 beedis (company brands)
- Work for 5 to 8 hours a day
- One person makes 500-1000 beedis in a day.
- Members together of a beedi making family can make 2000-4000 beedis a day.
- Credit facility: No formal credit/loan facilities from the contractor.



Flute Making

- 100 men with substantial assistance from women and children in the family make bamboo flutes in Karbala area of Patna City.
- It's a traditional craft
- Men procure the raw material on their own, and sell the finished products to the local trader.
- The whole process of making flutes takes about a week's time.
- The work is available throughout the year; however, quantum of work increases in the festive seasons.
- 1000 flutes sold for Rs. 600 to Rs. 700.
- Credit facility: No institutional credit facility is available for them.



Mala Making

- 100 to 200 persons from 50 – 60 households are involved in mala making
- People in this locality has been involved in this trade for last 8 years.
- Women get the job, the children help their mothers
- The work is available throughout the year, quantum of works varies from season to season.
- Wage is received on piece-rate basis
- Wage rate: Rs. 3 to Rs. 10 per dozen
- Work for 8 to 10 hours a day
- One family earns Rs. 10 to Rs. 20 a day
- On an average one family earns Rs. 500 a month
- Credit facility: No credit/loan facilities from the contractor



Toffee Wrapping

- 100 to 250 persons from 50 households are involved in toffee wrapping in one particular locality in Patna City.
- This job has been available in this locality for last 10 years
- One person gets the job, the children help their mothers
- The work is available throughout the year, quantum of works varies
- Wage is received on piece-rate basis
- Wage rate: Re. 1 for 1 kg. of wrapping
- Work 8 to 10 hours a day
- One family earns maximum up to Rs. 25 a day
- On an average a family earns Rs. 300 – 350 a month
- Credit facility: No credit/loan facilities from the contractor



Chappal Making

Table: Respondent profile

Profile	Percentage
Female	49
Male	51
Hindu	88
Muslim	12
Urban residence	100
Scheduled caste	87
Married	87
Male headed households	93

Source: ISST Survey, 2006



Chappal Making

Table: Labour Status by Sex

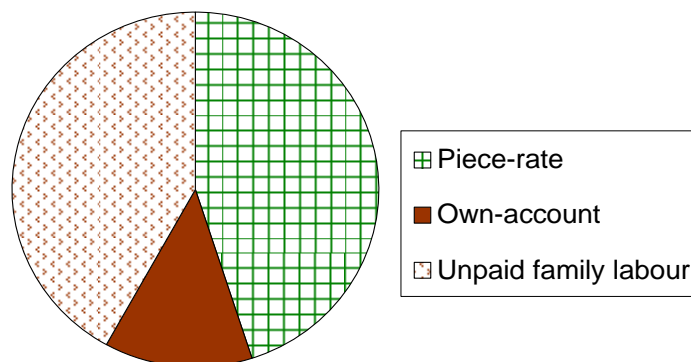
Labour Status	Female	Male	Combine
Piece-rate	19	69	45
Own-account	0	26	13
Unpaid family labour	81	5	42
Total	100	100	100

Source: ISST Survey, Patna 2006



Chappal Making

Labour Status - Combine

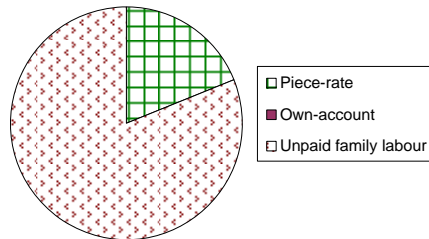


Source: ISST Survey, Patna: 2006

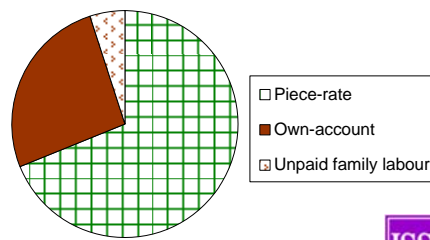


Chappal Making

Labour Status - Female



Labour Status - Male



Chappal Making

Average monthly earnings in Peak and lean periods by the Male and Female workers

Period	Female	Male	M+F Combined
Peak period	454.29	3129.73	1829.17
Lean period	235.14	1408.11	837.92



Chappal Making

Table: Needs of chappal makers by rank

Rank	Need	Percentage of responses
I	Credit	33
II	Market information	21.5
III	Skill training	14
IV	Minimum wage	10.5
V	More work	9.5



Sector, Location, Labour status, Payment

Sector	Location		Labour status	Regularity
	Place	Urban/ Rural		
Toffee wrapping	Patna City	Urban	Piece rate basis	Fortnightly/monthly (Irregular)
Mala making	Patna City	Urban	Piece rate basis	Weekly/fortnightly (Regular)
Bidi rolling	Samastipur and Begusarai	Rural	Piece rate basis	Regular
Agarbatti rolling	Gaya	Urban & Rural	Piece rate basis	Weekly/fortnightly (Regular)
Chappal making	Patna City	Urban	Piece rate basis	Weekly (Regular)
Flute making	Patna City	Urban	Self employed	



Sector, Minimum wage, hours worked and availability of work

Sector	Minimum wage (Minimum wages as on 31.12.2004) Rs. 45.18 – 64.62	Wage earned in a day		No. hours worked in a day		Availability of work Number of months in a year
		Female	Male	Female	Male	
Toffee wrapping	Not listed	Rs. 10-20	-	8-10 hrs.	-	10-11 months
Mala making	Not listed	Rs. 10-20	-	8-10 hrs.	-	10-11 months
Bidi rolling	Rs. 66.00	Rs. 38.50	Rs. 42.50	8 -10 hrs.	8 -10 hrs	12 months
Agarbatti rolling	Not listed	Rs. 15-20	-	8-10 hrs.	-	8-10 months
Chappal making	Listed Rs. 68.00	Rs. 25-30	Rs. 60 - 150	6-7 hrs.	8-16 hrs.	6-8 months
Flute making	Not listed	Unpaid family labour				10-11 months



KEY POLICY RECOMMENDATIONS

- **Minimum Wages** for Home Based Trades
- **Need for more market information and timely payment cited**
- **Smaller chains of production should be exploited to involve shopkeepers and contractors in social security arrangements and dialogue.**



Thank You !

