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# Pakistan's hidden workers

Wages and conditions of home-based  
workers and the informal economy

M. Zhou



# **Pakistan's hidden workers**

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workers and the informal economy

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First published 2017

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ISBN: 978-92-2-130959-8; 978-92-2-130968-0 (web pdf)

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Printed in Pakistan

# Foreword

Pakistan's informal economy accounts for a significant proportion of its economy and is estimated to provide jobs for more than half of its workforce, many of whom are the most vulnerable in society.

The ILO's Labour Standards in Global Supply Chains project, which is funded by the Federal Republic of Germany commissioned this research to provide information on the linkages between Pakistan's home-based workers in Karachi, Sindh, the various layers of both the formal and informal economies in the garment sector and the national and international supply chains. What is revealed is the complex supply web, in which many informal sector home-based workers are trapped, and the very low level of wages this work attracts.

The research contributes to the ILO's work in Pakistan following Recommendation No. 204 concerning the transition from the informal to the formal economy, adopted at the International Labour Conference in Geneva on 12 June 2015, through which the ILO adopted an historic labour standard to tackle the informal economy and the 2016 resolution on decent work in global supply chains. The research and its recommendations build upon the ILO's 2014 Global Dialogue Forum on wages and working hours in the textile, clothing, leather and footwear industries.

This report highlights the vulnerability of home-based workers, the majority of whom are women, particularly in relation to their lack of legal protections and their lack of access to collective bargaining. The adoption by the Government of Sindh of its Home-based Workers' Policy in the first step towards the recognition of home-based workers and their inclusion within legal protections, such as the minimum wage.

I would like to thank the consultants and the ILO staff involved in the production of this report, as well as all of those who contributed to the research, consultations and findings.

The ILO Country Office for Pakistan will continue to work together with Pakistan's stakeholders federally and provincially to realize the aspirations set out in Pakistan's third Decent Work Country Programme 2016-2020 and to the fulfillment of the Sustainable Development Goals in Pakistan.

Ingrid Christensen  
Country Director  
ILO Country Office for Pakistan  
Islamabad, Pakistan  
April 2017



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# Acknowledgements

This report was researched and authored by Dr Mi Zhou, of Praxis Labs ([m.zhou@praxis-labs.com](mailto:m.zhou@praxis-labs.com)).

The author is grateful to the ILO for commissioning this research. Special thanks go to ILO colleagues in Islamabad and Geneva, particularly Caroline Bates, Conor Cradden and Matt Cowgill, for their guidance throughout the research process. Thanks also to Muhammad Hashir Faruqi for logistical and administrative support.

The author would also like to thank the research team led by Zehra Khan and the members of the Home-Based Women Workers Federation, as well as Sajjad Akbar, who provided the statistical analysis. In addition, the author is grateful for the contribution of the many enumerators, verifiers and data-entry operators, without whom the quantitative household survey would not have been possible. In particular, the author would like to thank Romina Kochius and Steffan Betterling of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) for assisting with data entry.

The author also thanks Suren Perera and Janet Chan for their research and contributions to the report.

Preliminary results of the household survey as well as the qualitative research were presented at a stakeholder consultation workshop in Karachi on 15 August 2016. The report benefitted from the discussions at the workshop and the author would like to thank all of the participants for their contributions.

Names of individuals and companies have been changed to protect anonymity of those contributing.

The author is grateful for the support of the German Federal Ministry for Economic Cooperation and Development (BMZ) and GIZ, which fund the ILO's Labour Standards in Global Supply Chains Programme and without which this research would not have been possible.

The ideas, opinions and comments contained in this report are entirely the responsibility of the author and do not necessarily represent or reflect the policies of BMZ, GIZ or the ILO.



# Executive summary

Following research carried out by the ILO in 2015 on minimum wage processes and mechanisms in Pakistan, stakeholders adopted a series of recommendations setting out a road map for reform. This identified a number of data gaps and key areas in which further research was needed. The informal economy and in particular the position of home-based workers were identified as priorities. As a result, in 2016, the ILO commissioned this research as part of its Labour Standards in Global Supply Chains Programme, funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

The aim of the research was to map and trace supply chains in Pakistan's informal economy; to identify links between the informal economy and global supply chains in the textile and garment industries; and to assess the wage levels of home-based workers contributing to the informal economy. It is hoped that the approach adopted to calculate the working hours and wages of home-based workers will support the work of the minimum wage boards, particularly in Sindh, in expanding minimum wage protections to include home-based workers.

The research detailed in this report was conducted between May and December 2016 and focused on two areas of Karachi: Godhra Town in New Karachi and District West in Orangi Town. The research was both qualitative, comprising visits and interviews with actors in the formal and informal economies, and quantitative, including a survey of 406 households in the target areas.

## Supply chains in the informal economy

The research identified a complex web of relationships within the informal economy and links to the formal economy. The extent and degree of the linkages between the formal and informal economies in Karachi's textile and garment industry vary depending on whether the commodity chain is buyer-driven or producer-driven and on the intended final destination of the products.

The three most important and interrelated markets for textiles and garments produced in Pakistan are:

- 1) the domestic market;
- 2) the Gulf Cooperation Council (GCC) and regional markets; and
- 3) the US and European Union (EU) international markets.

The primary market for the informal sector in Pakistan's textile and garment industry is the domestic market. Although the supply to the GCC and regional markets is understudied, due to the opaque nature of the supply web, this report uncovers ways in which products manufactured in Karachi's informal economy enter into these

markets, mainly through personal contacts and Pakistani diaspora residents. Links between the informal sector and the US and EU markets are limited due to nature of buyer-driven commodity supply chains.

Major international brands and retailers adopt vertically integrated models of production and source directly from formal manufacturers that adhere to both international and national labour standards. Other brands, without direct supply arrangements, source from intermediaries, whose involvement in the supply chain increases the likelihood of outsourcing to Pakistan's informal sector manufacturers. As a result, there is evidence that some textiles and garments made by workers in the informal economy under conditions that violate international labour standards and national wage legislation are exported to destinations such as the US, the EU as well as elsewhere.

The informal economy in Karachi's textile and garment industry is complex and the actors involved are diverse, multi-level and multifunctional. They include:

- informal enterprises that engage in production and distribution, including godowns, workshops, factories, shops, and wholesalers; and
- informal workers associated with these enterprises, including contractors who distribute work, middlemen and home-based workers.

Actors in the informal economy often assume many roles to maximize opportunities for profit. Some informal workers are simultaneously own-account workers, home-based workers and sellers of their own products to wholesalers. As such, relationships between workers and informal enterprises can be simultaneously that of buyer-seller, employer-worker and competitor.

Production in the informal economy is fragmented and dispersed with increasing informality correlating to lower-value work and processes. Home-based workers in particular are generally given low-value and tedious tasks, such as cropping loose threads, basic stitching, beadwork, packing and labelling.

Although there were few male workers among the home-based workers surveyed, research revealed that some contractors explicitly favour male home-based workers for more skilled and higher value work, such as embroidery and hand-pressed beadwork. This contributes to the gender wage gap in Pakistan, which is partly caused by occupational sex segregation.

### **Home-based workers: work hours and wage rates**

Placed at the bottom end of the informality continuum, home-based workers are chronically and significantly underpaid. On average, the home-based workers surveyed (and their helpers) work 12.3 hours per day, six days a week and derive a monthly income of 4,342 Pakistani rupees (PKR) from their labour (equivalent to \$41.42).

Their average hourly wage rate across all work types is PKR41 per hour (\$0.39), just 60 per cent of the current statutory minimum wage (PKR67.50 per hour in any working day). Cropping, the most common task distributed to home-based workers,

is paid at about a quarter of the minimum wage rate.

Among the five most common work types, only embroidery work is paid above statutory minimum wage rates. Although the wage rate for embroidery varies dramatically depending on the complexity of the design and the skills required, in general embroidery work sourced from godowns or factories directly can command statutory minimum hourly rates, whereas those sourced from contractors or middlemen are usually paid below the minimum wage. The lack of standard wage rates for home-based workers perpetuates their underpayment.

Tellingly, the income of each home-based worker in the survey may have been overstated due to two factors. First, almost 60 per cent of home-based workers are assisted by at least one helper, mostly family members living in the same household, but earnings tend to be reported as a whole and not broken down to reflect the contributions of each individual. Second, the average household income may have been supplemented by the waged work of other family members and social security assistance.

Home-based workers have little bargaining power to negotiate for better wage rates, which are generally set by their intermediaries or contractors. Of the workers who attempted to negotiate better rates with their middlemen, 95 per cent failed. The main reasons include the workers' dependence on single sources of work and their lack of access to collective bargaining.

Almost all (99 per cent) of the 192 home-based workers who receive work from a contractor rely on just one contractor as their source of work and thus income. Only four workers had more than one source of work. This dependence on a single intermediary explains why only 11 per cent of the workers surveyed had ever refused a job order. Further, over 90 per cent of respondents did not know the correct statutory minimum wage. As a result, home-based workers' ability to influence their wage rates remains low.

To tackle the decent work deficiencies in the informal economy and improve the work conditions of home-based workers, it is crucial for the government to step up efforts to stipulate a minimum wage rate for home-based workers in the textile and garment sector, at least for commonly performed work, and enhance home-based workers' ability to negotiate for higher wages.

# Abbreviations

EU – European Union

GCC – Gulf Cooperation Council

HBWWF – Home-Based Women Workers Federation

ILO – International Labour Organization

PKR – Pakistani Rupees

**Contractor (*thekedar*):** An individual who receives work from a godown or factory and then informally subcontracts either directly to home-based workers or to a middleman.

**Godowns:** Small informal workshops that may be involved in certain processes of production, such as dyeing and sorting. Many also function as a clearing house for work to be subcontracted locally to contractors or directly to home-based workers. To distinguish them from factories as defined under the Sindh Factories Act 2015, godowns are workshops that have fewer than ten workers.

**Factories:** Factories are defined by the Sindh Factories Act 2015 as any premises in which ten or more workers are, or were, working on any day during the preceding 12 months and in which any part of a manufacturing process is being carried out (section 2(e)). For the purposes of this report, any premises in which a manufacturing process related to the textile and garment industry is carried out and has ten or more workers is considered to be a factory.

**Middleman:** A colloquial term for an individual (male or female) who usually acts as a subcontractor for the contractor and from whom home-based workers receive work.

# Introduction

## Purpose of the study

This research was commissioned by the ILO as a part of its Labour Standards in Global Supply Chains Programme, funded by the Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (BMZ) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). The focus of the programme in Pakistan is on minimum wage regulation and collective bargaining in the textile and garment sector.

In the first year of the programme a major field research exercise was conducted, examining minimum wage mechanisms and processes, which led to the development of a set of recommendations and roadmap for reform. The current study was commissioned as part of the effort to fill several identified gaps in existing data, specifically focusing on Pakistan's informal economy and the supply chains existing within the textile and garment sector. The objective of the research is to support the implementation of the roadmap for minimum wage reform.

This report seeks to highlight the links between the work undertaken by home-based workers and the various layers of the informal and formal economies in national and, in some cases, international supply chains and to support the attribution of liabilities for violations of labour and minimum wage protections within the supply chain. The concept of liability for wages and contributions to other social protection systems is particularly pertinent given the approval of the Home-based Workers' Policy by the Sindh Government in November 2016.

The report also aims to show the wage levels of women working within the informal economy in Karachi, Pakistan's largest city. While wage levels within the informal economy are universally acknowledged to be low, little evidence has been gathered in relation to actual levels of pay, particularly in relation to the most vulnerable section of the informal economy, home-based workers.

At the time of writing, Pakistan's unskilled minimum wage, across its provinces, was PKR 14,000 per month. This report measures wage levels among Karachi's home-based workers against the statutory minimum level. It also sets out a methodology for wage calculations in the informal economy which builds on the approach adopted by the Sindh Minimum Wage Board in relation to its plan to notify wages for certain parts of the informal economy. The Sindh Minimum Wage Board began to develop this approach in 2015 in Hyderabad, where the province's glass bangle industry is concentrated. It is hoped that the development of this methodology will assist the Sindh Minimum Wage Board, as well as trade unions and employers' representatives, in ensuring that home-based workers are protected by Pakistan's legal framework on wages and working conditions.

## Methodology

This report is based on research undertaken by a team made up of Dr Mi Zhou of Praxis Labs and Ms Zehra Khan, founder and General Secretary of the Home-Based Women Workers Federation (HBWWF). The research was conducted between May and December 2016. The methodology adopted for the mapping study and supply chain tracing was both qualitative and quantitative, combining a desk review, key informant interviews and a survey of 406 households in which home-based work takes place. A detailed account of the methodology adopted appears in Appendix I. The questionnaire used is available in English and Urdu online (Appendix II).

Although no census has taken place in Karachi since 1998, the population of the metropolitan city was estimated to be 16.62 million in 2015 (ADB 2015). It was, therefore, not possible to undertake a comprehensive survey of home-based workers in Karachi. The research team, in consultation with the ILO, took the decision to test a methodology in one primary and one secondary area where a large number of home-based workers were known to be engaged in the textile and garment sector. Access to home-based workers, who are primarily female, is sensitive. Therefore, the selected areas were those in which the HBWWF has members, in order to assist in establishing the necessary levels of trust to gain access.

The primary area selected was Godhra Colony, New Karachi. Previous ILO research had identified the area as one containing a variety of elements in the informal economy, from a range of home-based work, godowns, middlemen and contractors to industrial units and larger factories. The area is clearly delineated, with a central residential area, interspersed with small godowns, and surrounded by main roads along which factories and industrial units are situated. Additionally, the HBWWF operates a small community centre within the area and its members are known to the local community.

A secondary research site, District West of Orangi Town, was also selected. This area is close to a larger industrial area with connections to the formal economy. The area is not one in which the HBWWF has significant membership, but a member with community contacts was identified and it was hoped this would provide the levels of access required.

Between July and September 2016, 406 questionnaires were administered, 314 in Godhra Town and 92 in District West in Orangi Town.

### Household survey

A household survey was developed by the research team in English and Urdu. Ten enumerators were identified and trained by the research team. The questionnaire was tested in Urdu as part of the enumerator training. Amendments were made to the questionnaire to capture the different types of work thought to be carried out in the research sites and to remove ambiguities. Fifteen types of work were identified and recorded in the survey questionnaire (see table I).

The research team was supported by a data entry team. Four data entry consultants from Iqra University and Karachi University were trained to input paper-based survey data into Excel spreadsheets for statistical analysis. In consultation with the ILO, Praxis Labs, Ms Khan and Sajjad Akbar provided statistical analysis.

The survey locations were subdivided and identified in the questionnaire (see table 2). Areas are identified by the names given to parts of the two sites by the local community.

### Informal sector mapping and tracing

The informal sector mapping is primarily qualitative in nature, drawing on interviews with stakeholders in informal enterprises and workers in informal jobs. Some quantitative elements are drawn from existing data sources, either provided by the stakeholders at the request of the researchers or through a desk-based literature review.

The research team conducted fieldwork for the informal sector mapping and tracing over a period of 15 days in July and August 2016. To ensure consistency with the qualitative survey, the researchers focused on enterprises in the same geographic areas, namely, Godhra Colony, New Karachi, and District West of Orangi Town.

The researchers sought to identify different elements within the informal textile and garment economy, encompassing home-based workers themselves, middlemen and contractors, godowns and informal factories of varying sizes. Where goods could be traced further, the wholesale and retail markets were visited.

Unannounced visits were conducted and, where appropriate, followed up with pre-arranged meetings. The researchers visited more than ten informal enterprises and interviewed the managers or foremen present at the time. Where possible, researchers asked for follow-up interviews with contractors used by the enterprises for outsourced processes in manufacturing. In addition, researchers conducted in-depth interviews with home-based workers within specific supply chains in the survey areas.

The research team visited informal enterprises engaged in various aspects of manufacturing of textiles and garments identified in the two geographical locations. These included informal enterprises that were engaged in cut, make, and trim work for western-style adult and children's wear; cut, make and trim for goods for local or regional export markets, such as abayas, kurtas and shalwar kameez and other traditional clothing; machine embroidery; hand embroidery; dyeing; screen printing; and sack stitching.

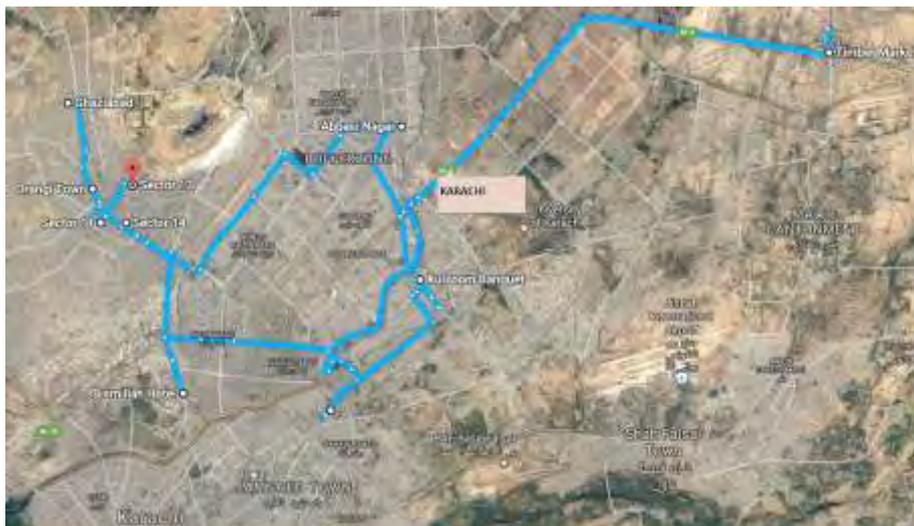
Interviews were conducted in the presence of Ms Khan, HBWWF members and ILO staff. Where necessary, Ms Khan also provided interpretation between Urdu and English. Interview respondents were informed that the research was conducted as a part of an informal sector mapping exercise for the ILO and were also informed of the ongoing household survey. Those interviewed were assured their confidentiality would be protected and that enterprises would not be identified. The names of individuals and businesses referred to in this report have been changed to ensure anonymity.



Godhra Colony, New Karachi. © Map data: 2016 Google, DigitalGlobe



District West of Orangi Town. © Map data 2016 Google



Areas covered by household survey. © Map data: 2016 Google

**Table 1: Types of work included in questionnaire**

<b>Work type</b>	<b>Description</b>
Cropping	Cutting loose threads from textiles or garments
Stitching	Sewing garments
Packing	Packaging garments and other items
Bead work	Attaching decorative beads to textiles or garments
Sorting work	Categorizing different textile pieces and off cuts for recycling or reuse
Embroidery	Stitching or sewing decorative patterns onto textiles or garments. Embroidery work ranges from the simple to complex. For example, <i>zardozi</i> , embellishing clothing with materials such as silver and copper wires, sequins, beads, stones and other materials, is considered highly skilled work.
Ironing	Pressing garments or textiles flat
Labelling	Sewing or embroidering labels onto garments
Sack stitching	Sewing rice bags of differing sizes and with slight variations in complexity
Zip work	Combining parts of a zip together, including putting on the slider and fixing the retainer box and pins
Fusing	Joining fabric, usually by applying pressure and heat to the resin on the coating of a fabric
Buckle and bunch	Decorating textiles or garments by gathering fabric and fastening with a buckle
Lace cutting by hand	Cutting lace patterns manually
Lace cutting with machine	Cutting lace patterns with an electric powered cutter
Abaya and veil stitching	Sewing abayas and headscarves

**Table 2: Areas covered by the household survey**

<b>New Karachi, Central District</b>	<b>Orangi Town, District West</b>
Bismillah Colony	Sector 11
Number 8 Stop	Sector 11½
Bismillah Hotel	Sector 13
Timber Market	Sector 14
Kulsoom Hotel	Sector 15C
Rehmania Masjid	Sector 16
Market Area	Mansoor Nagar
Abbassi Nagar	Ghaziabad
Double Store	Data Nagar
11G	
Siddique Mohallah	

# Chapter I: The continuum of informality and the global value chain

## The many faces of informality

In Pakistan, the distinction between formal and informal workers is based on a shared understanding across government, trade unions and employers. That understanding considers informal enterprises to be those that are unregistered for the purposes of tax and employee benefits. Informal workers are seen as those who work at home in unregistered enterprises or those in registered enterprises who do not possess a formal letter of appointment and in respect of whom contributions to social protection schemes are not made.

The ILO's Transition from the Informal to Formal Economy Recommendation, 2015 (No. 204) defines the term "informal economy" as "all economic activities by workers and economic units that are – in law or in practice – not covered or sufficiently covered by formal arrangements" and excludes illicit and illegal activities. The ILO previously found that, globally, the growth of flexible and specialized production units, many of which are unregistered and informal, is the result of the growth of competition and of information and communications technology.<sup>1</sup> Internationally, as a part of cost-cutting measures, firms are increasingly operating with a decreasing core of waged employees with regular terms and conditions of employment. At the same time, there is a growing workforce of non-standard or atypical workers in different types of workplaces, scattered over different locations and countries. More flexible and informal employment relationships are a consequence of these measures to outsource and subcontract.<sup>2</sup>

The ILO has previously found, there is no clear dichotomy between the "formal economy" and the "informal economy" in Pakistan's textile and garment sector.<sup>3</sup> The informal economy often feeds into the formal economy and what happens in the informal economy impacts upon workers and enterprises in the formal economy. As the complex network of relationships between formal and informal enterprises in Karachi demonstrates, formal and informal enterprises and workers "coexist along a continuum".<sup>4</sup>

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<sup>1</sup> ILO: *Decent work and the informal economy*, Report VI, International Labour Conference, 90th Session, Geneva, 2002, p. 2.

<sup>2</sup> *Ibid.*, pp. 35-36.

<sup>3</sup> *Ibid.*, p. 4.

<sup>4</sup> *Ibid.*, p. 4.

The ILO has also found that decent work deficits are most serious at the bottom end of the informality continuum, with increasingly decent working conditions existing in the formal economy chiefly due to buyer auditing arrangements.<sup>5</sup> Mapping the informal economy is extremely difficult and is inevitably an imprecise exercise.<sup>6</sup> As such, the number of home-based workers in the informal economy is difficult to estimate. In Pakistan, labour participation in the informal economy vastly outstrips that in the formal economy: 72.6 per cent of all labour participation is informal.<sup>7</sup>

In Karachi, participants in the informal economy include the owners and managers of various informal enterprises, such as unregistered factories and other production units of varying sizes, such as godowns. In addition, there are unregistered wholesalers and retailers, some of which also function as designers and buyers. Workers in informal enterprises and home-based workers also operate in this informal economy landscape, often linked by contractors and middlemen.

At the same time, some factories and godowns function as employers who provide work for home-based workers. Saeed Sacks (case study I) provides an illustration of the overlapping aspects of informality typically found within the informal economy in Karachi.

Where a worker or enterprise is located on the continuum of formality or informality is also related to their position on the global value and commodity chain. The lower down the chain, the greater the likelihood that the employment relationship will be informal and the greater the decent work gaps.<sup>8</sup>

## The global value chain

Global commodity chains are often characterized by two distinct economic networks depending on the nature of the industry: producer-driven or buyer-driven. For example, capital and technology intensive industries, such as those producing automobiles, aircraft and heavy machinery, are usually considered to be producer-driven supply chains as large manufacturers tend to play central roles in coordinating production networks.<sup>9</sup> Buyer-driven commodity chains tend to exist in industries in which large firms, retailers and branded manufacturers are pivotal in setting up decentralized production networks in a variety of exporting countries, usually developing countries.

Globally, the textile and garment industry typifies this model of buyer-driven, trade-led industrialization in labour intensive, consumer goods industries.<sup>10</sup> Production is carried out by networks of contractors that make finished goods to the specifications

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<sup>5</sup> Ibid., p. 4.

<sup>6</sup> Ibid., p. 10.

<sup>7</sup> Pakistan Bureau of Statistics: *Labour Force Survey 2014 – 15* (Islamabad, 2014). Available at: <http://www.pbs.gov.pk/sites/default/files//Annual%20Report%20of%20LFS%202014-15.pdf>. [accessed 25 Dec. 2016]

<sup>8</sup> Ibid., p. 37.

<sup>9</sup> G. Gereffi: "International trade and industrial upgrading in the apparel commodity chain", in *Journal of international economics* (1999, Vol.48, Issue 1), p. 41.

<sup>10</sup> Op. cit., ILO: *Decent work and the informal economy*, Report VI, p. 36.

of foreign buyers.<sup>11</sup> Worldwide, it is estimated that over 80 per cent of all garment workers are women who are poor, in need of an income and among the most vulnerable to exploitation. In the world of fast fashion, many retailers and international brands have ceased manufacturing and instead concentrate on high value-added activities, such as design and marketing. Manufacturing is entirely outsourced to local firms – usually in countries with low wage costs – that may subcontract to middlemen, who further subcontract to own-account producers and home-based workers.<sup>12</sup>

## Case study 1

### Saeed Sacks

Saeed Sacks is a godown in the New Karachi area that produces cloth sacks for rice exports. According to its manager, it is one of ten godowns within an area of the Godhra Colony.

The godown purchases the fabric for sacks from the wholesale market. It employs ten male workers who cut the fabric into appropriate pieces and then screen print them with the labels of the rice exporters. The stitching of the sacks is outsourced to around 20 home-based workers in the area for reasons of space and cost. The manager candidly admitted that since government inspectors cannot inspect private homes, it is cheaper and easier to simply outsource work to home-based workers.

The male workers engaged in screen printing in the godown are paid piece rates. They can earn up to PKR800 per day each, depending on the output. Home-based workers are also paid piece rates based on the size of the bags they stitch (see table 3).

The godown has around seven regular buyers. According to the labels printed on the rice sacks, they are destined for a variety of international locations including Dubai, Saudi Arabia and Sri Lanka.

**Table 3: Wage rates for home-based workers compared to sale price**

Size	Unit	PKR	
		Piece rate for sack stitching	Sale price for finished sacks
2kg	100	80	900
5kg	100	150	2000
10kg	100	150	2300
40kg (single stitch)	100	80	5700



Screen printing bags at the godown

<sup>11</sup> Op. cit., G. Gereffi (1999), p. 42.

<sup>12</sup> Op. cit., ILO: *Decent work and the informal economy*, Report VI, p. 36.

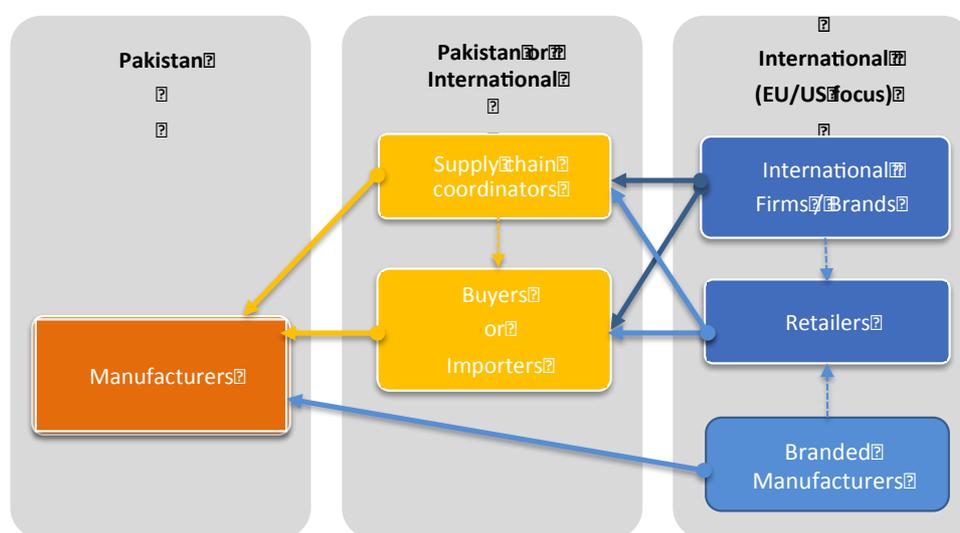
Pakistan is one of the countries to which manufacturing is outsourced by global retailers and international brands. However, both producer-driven and buyer-driven commodity chains coexist in Karachi’s textile and garment industry, depending on the intended final destination of the products.

### Links between formal and informal economies

Pakistan’s large textile and garment industry combines both the formal and informal economies. As previous studies have shown, textiles and garments manufactured in Pakistan for international brands and destined for the US and EU markets are funnelled into the supply chain through several pathways: direct orders from international retailers or brands; from intermediaries such as buying houses and importers; and from supply chain coordinators.<sup>13</sup>

The role of intermediaries in this supply route can vary significantly, depending on the buyer. Most of the international brands and retailers represented in or sourcing from Pakistan place orders with a small pool of Pakistani manufacturers who comply with national and international standards (verified by buyer audits). Others, such as LF Sourcing, a subsidiary of the global supply chain coordinator Li & Fung, are themselves intermediaries who place orders on behalf of other international brands and retailers with Pakistani manufacturers.<sup>14</sup> This buyer-driven supply chain imposes compliance and insulates these exports against inputs from the informal economy. However, research for this report uncovered examples of indirect supply to the US and EU markets which can be traced to factories and workers in the informal economy.

**Figure 1: The buyer-driven commodity chain, primarily to the EU or US markets<sup>15</sup>**



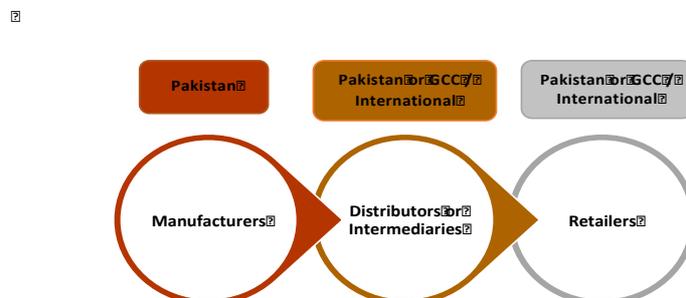
<sup>13</sup> M. Zhou: *Minimum wage setting, implementation and working conditions in formal and informal sectors of the garment industry in Pakistan* (Bangkok, ILO, 2016), pp. 61-67.

<sup>14</sup> IDH: *The Sustainable Trade Initiative: Mapping Study: Providing Additional Insights and Roadmap for the Buyers’ Forum*, Utrecht, 28 April 2015. Available at: [http://buyersforum.info/uploads/resources/PBF\\_Mapping\\_Study\\_2015.pdf](http://buyersforum.info/uploads/resources/PBF_Mapping_Study_2015.pdf) [accessed 25 Dec. 2016].

<sup>15</sup> Adapted from op. cit., G. Gereffi (1999).

By contrast, production for the domestic market and exports to the GCC and regional markets demonstrate a producer-driven commodity chain (see figure 2).<sup>16</sup>

**Figure 2: The producer-driven commodity chain for GCC countries and domestic consumption**



This producer-led supply chain demonstrates high levels of informality and non-compliance with national and international labour standards, in the absence of pressure from buyers for compliance.

### Disintegrated and dispersed mode of production

By contrast, in the informal economy, the mode of production is intricately divided and dispersed rather than vertically integrated. Each component of the value chain is broken down into a discrete process or task. These processes and tasks can then be outsourced, each with a different piece rate. These activities can then be allocated to different informal enterprises or workers, depending on their production capacity.

Informal enterprises also outsource to informal workers and home-based workers. Informal factories that have better electricity supplies tend to work on the most complex processes and technical tasks, such as automated machine embroidery. Less complex and lower value work is passed down to godowns, workshops, and then to contractors, middlemen and home-based workers. Piece-rate home-based workers are often engaged to carry out a variety of the simplest processes and tasks, which are also of the lowest value.

Factories of all sizes often cluster together in industrial zones where the power supply is more consistent. Factories tend to engage in various processes that need power, mostly machine embroidery and cut, make and trim. Godowns are dotted throughout the industrial and residential zones. They tend to be family-run operations and employ fewer people. They engage in processes that are more mechanical and less reliant on electricity. Godowns also tend to engage a vast variety of processes, all feeding into the larger supply chain for textiles and garments. For example, in the Godhra Colony of New Karachi, godowns are engaged in dyeing fabric; cutting and recycling denim; sorting and recycling off cuts and discarded materials; and screen printing.

<sup>16</sup> Adapted from op. cit., G. Gereffi (1999), p. 42.



Two informal cut, trim, and trim factories in New Karachi.

In turn, factories and godowns outsource certain processes to home-based workers. Certain discrete tasks are distributed among home-based workers either directly or through a middleman or contractor, usually within a limited geographic area or neighbourhood. Tasks outsourced to home-based workers are also finely differentiated and disintegrated.



Go-downs. (Clockwise from top left) Dyeing, sorting, screen printing and recycling denim

## Values chains originating from Pakistan

Pakistan's place in the global value chain in the textile and garment industry is still relatively low. Although Pakistan can accommodate the entire value chain of textile and garment production, the value added achieved is very low. Around 40 per cent of Pakistan's overseas shipments consist of yarn and fabric, which are considered to be low value-added exports.

High value-added products, such as ready-made garments, comprise only 30 per cent of exports. Home textiles, towels, made-up garments, synthetic textiles, raw cotton and others goods make up the balance.<sup>17</sup> In 2015, the Ministry of Textiles estimated that while the value of textile exports was \$9 billion, garment export was only valued at \$4 billion. The Ministry's ambitious target is to expand total exports of garments from 28 per cent to 45 per cent of the product mix of exports and to increase the value of these exports to \$13 billion by 2019.<sup>18</sup>

In Karachi, the extent and nature of the linkages between formal and informal economies in the garment and textile industry appear to differ depending on the geographical location of the end consumer and on whether it is the producer or buyer that drives the commodity chain.

For textiles and garments produced in Pakistan, there are three main markets: the domestic market, the GCC and regional market, and the US and EU international markets.

### Domestic markets

Many of the informal enterprises visited by the researchers predominantly supply to the domestic market. Informal enterprises visited in the two geographical locations and elsewhere in Karachi demonstrate this linkage. An informal enterprise will often maximise earning opportunities by working with two revenue streams: as a manufacturer, filling orders from domestic brands/retailers; and as a producer of their own house "brands" – unregistered labels – that are sold through informal retail or wholesale outlets.

This is demonstrated, for example, by Alif Abayas (case study 3), a wholesaler with shops located in the Boulton Market, Saddar. The wholesaler also operates as a manufacturer and has the minimum production capacity of 1,000 abayas per day from three godowns. In addition, Alif Abayas works with other factories and production units, including that operated by Waleed (case study 2). Alif Abaya also occasionally buys designs at the wholesale rate from Waleed. Alif Abayas has two wholesale shops: one for the wholesale of abayas, and the other for dupattas. The abayas sold by the shops are predominantly unbranded but some are labelled. Alif Abayas's main buyers are from Punjab. Alif Abayas has no way of knowing where the abayas are on-sold either as retail or further wholesale by their buyers.

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<sup>17</sup> N. Jamal: "Textile Industry and Labour Compliance: One Year After GSP Plus", in *Status of Labor Rights in Pakistan: The Year 2014*, Pakistan Institute of Labour Education & Research, p. 47; and Pakistan Economic Survey 2014-15, Pakistan Ministry of Finance, p. 47.

<sup>18</sup> Op. cit., M. Zhou (2016), p. 59. See also Pakistan Ministry of Textile Industry: *Textile policy 2014-19*, 2015.

## Case study 2

### Waleed, Orangi Town

Waleed is a piece-rate home-based worker, own-account worker, designer, contractor, retailer and wholesaler. He lives and works in Orangi Town and operates a godown, as well as a wholesale shop. He is mainly involved in the production of abayas and burqas. His godown and shop are not registered.

He also has two main revenue streams: as a designer and manufacturer of his own abayas and burqas through his shop and wholesale business and as a contractor for other enterprises. As a contractor, he takes orders primarily from one wholesale shop, Alif Abayas, which is situated in Bolton Market, Saddar, Central Karachi. He has worked with Alif Abayas for four years as they provide better rates for his garments, although he has previously refused work for them when their rates were too low.

The relationship is occasionally reversed, with Alif Abayas buying his own designs at a wholesale rate. However, it is usually more profitable for him to sell wholesale to others, as Alif Abayas offer lower rates (often 20 per cent lower) due to their large volume orders.

Waleed employs male family members to produce abayas and burqas. He, his two brothers and his father all work together and are engaged in cut, make and trim as well as beadwork.

If the orders are large, he will outsource to home-based workers or temporarily employ additional workers.

A few months prior to the interview, in early 2016, Waleed employed eight workers, both men and women, to fill a large order. However, he has not had any work from Alif Abayas for some time.

While Waleed engages both men and women, he only allocates higher value, “fancy”, hand-pressed beadwork to men (see **table 4**). He previously had a bad experience with a female home-based worker who spoiled 60 pieces when doing hand-pressed beadwork. He now believes that women are more likely to suffer from “domestic tensions” – often used to denote the need to look after children while working – and prefers to give the hand-pressed beadwork to male workers. Lower paid and simpler machine pressed beadwork is distributed to both men and women.

He currently subcontracts six male and two female home-based workers to make his own designs. The male home-based workers are engaged in both stitching and beadwork. Female home-based workers are engaged only in machine-pressed beadwork. Fancy beadwork is only available when his designs call for it. It is very rare that a design from Alif Abayas would require fancy beadwork.

**Table 4: Indicative rates**

Work type	Piece rate (PKR)
Fancy beadwork	Up to 100
Stitching	40 to 80
Machine pressed beadwork	40

Both Waleed and Alif Abayas operate entirely within the informal economy. Despite the relatively large production capacity of Alif Abayas’s operations in manufacturing and wholesale, it is unregistered, uses an informal workforce, outsources to informal enterprises and sells to buyers who are likely themselves to be informal enterprises. Waleed, its contractor, also functions exclusively in the informal economy, lower down the value chain.

If there are any links to the formal economy or to international markets, these are not visible to them. Although both Alif Abayas and Waleed speculate that their garments are being exported to GCC countries and other markets, such as Afghanistan, via their buyers, they have no way of verifying this.

### Case study 3

#### Alif Abayas, Bolton Market, Saddar, Central Karachi

The Alif Abayas shop is located in the Bolton Market in the Saddar area of Central Karachi and specializes in the sale of abayas. It is one of two related wholesale shops in the market, the other sells dupattas.

The manager of Alif Abayas reported that they work with many factories and production units in Karachi, but also operate three godowns of their own and employ their own workers. Although Alif Abayas would not disclose their maximum production capacity, the manager reported that, at a minimum, their enterprises produce 1,000 abayas per day. Alif Abayas stated that the raw materials, such as fabrics and beads, are imported from China. However, the manufacturing of garments is done entirely in Pakistan. The wholesale price of the abayas ranges from PRK400 to PKR1,500 per piece.

The shop in Bolton Market only engages in wholesale and only sells units of 15 to 20 pieces. Alif Abayas does not operate its own brand, but some abayas are tagged and labelled with another generic brand. The shop indicated that it has many buyers. The biggest buyers are wholesalers and retailers from Punjab. Alif Abayas is not aware of whether any of its buyers export Alif Abayas's garments.



Abayas for sale

The research also revealed that additional layers of informality and legality were apparent in the informal economy. Some informal enterprises, which were engaged by national brands irregularly, usually during peak periods such as Eid, also produced “copies”, using the patterns supplied by the brands for their orders, for the domestic market and without the permission of brands. The extent of this type of copying was carefully calibrated by the informal enterprises so as to ensure that it was not detected by the domestic brands which could endanger further contracts. Other informal enterprises produced true “copies” which were not produced from patterns supplied by domestic brands but which mimicked designs appearing in the market. These counterfeit copies of domestic brand produce are openly sold in retail outlets and on replica sites on the Internet.

Some informal manufacturers producing orders commissioned by larger factories and contractors for goods labelled as national brands were unsure whether these were genuine orders placed by brands which had been contracted out or were orders for counterfeits. While this type of manufacturing is largely factory-based, these enterprises often engage a small number of home-based workers for menial tasks, such as the cropping of loose threads, through contractors.

## Case study 4

### Sadaf Embroidery, Godhra Town, New Karachi

Sadaf Embroidery is an unregistered machine embroidery enterprise situated in a cluster of such factories in an industrial area on the edge of Godhra Town. It is one of three unregistered factories, owned by the same individual, with a total capacity of 14 machines. The factory produces embroidered fabrics and designs for unstitched shalwar kameez and Pakistani suits.

Sadaf Embroidery has developed its own labels and brands, which are numerous and named after the many family members of the owner. It has a wholesale store, also unregistered, in the Tariq Road area and also relies on social media platforms to advertise and sell its goods.

Sadaf Embroidery has two main sources of income. First, it functions as a manufacturer for well-known Pakistani brands, which operate in the formal economy. This income stream is particularly busy during the period leading up to Eid, when orders double. As a manufacturer contracted by these brands, Sadaf Embroidery is authorized to embroider fabric with brand designs. For such orders, Sadaf Embroidery deals with the brands directly. Many of these local Pakistani brands have an international export base, particularly to GCC countries.

The second revenue stream is products marketed under Sadaf Embroidery's own numerous, less internationally well-known, labels. Sadaf Embroidery produces original designs of shalwar kameez and suits. In addition, they copy the designs of Asim Jofa and other Pakistani brands. Sadaf Embroidery reported that they often keep the patterns of the brand designs and reproduce them, without brand permission. Sadaf Embroidery then sells these items on the open market, through their own retail outlet, at very competitive prices..

The manager reported that an original suit designed by Asim Jofa may sell for PKR12,000 in the formal economy through registered and authorized retailers, but a copy produced by them only costs PKR2,500.

**Table 5: Price per 8 metre round**

Value chain	Unit	Price (PKR)
Manufacturing: Sadaf Embroidery to contractor	1 x round - cropping	40
Manufacturing: Contractor to home-based worker	1 x round - cropping	25-30

Sadaf Embroidery does not directly subcontract to home-based workers and relies on Ali to distribute, complete, collect and return the work. If the materials are spoiled, a penalty is levied on the contractor. Ali distributes work from Sadaf Embroidery to his own family and ten other home-based workers. Ali's profit margin is PKR10 per round.

The factory employs male workers. While they recognize that child labour "is not allowed", the manager noted that people were poor and implied that boys were employed to help their families.



Products and copies of a well-known local brand.

### Gulf cooperation council and regional markets

The supply of textiles and garments to international markets outside the US and EU has not been widely studied. However, this research identified several possible routes by which products manufactured in the informal economy in Karachi enter the global supply chain to consumers in GCC and regional markets.

The first, as demonstrated by Alif Abayas and Waleed, is via wholesale markets in Karachi, which sell textiles and garments, such as burqas and abayas, to buyers from other areas of Pakistan, with possible onward export to Afghanistan.

The second route is demonstrated by Sadaf Embroidery (case study 4), which shows the links between informal manufacturing enterprises in Karachi and the formal international export economy to the GCC and elsewhere.

The third is the export of textiles and garments by informal wholesalers, via Karachi airport, to Malaysia and countries within the GCC. These exports are agreed and facilitated through personal networks, with diaspora Pakistanis resident abroad receiving the goods and expatriate Pakistanis living abroad returning to Karachi to place orders and arrange transport of the goods for export.

This is best illustrated by Noora Kidswear (case study 5), which functions entirely in the informal economy both in the domestic market and the international export market to the GCC and other destinations outside of the EU and the US.

## Case study 5

### Noora Kidswear, New Karachi

Noora Kidswear is an enterprise in New Karachi specializing in children's clothing. It designs and manufactures a variety of babywear and children's wear in an unregistered factory and using an unregistered label. The manager of Noora Kidswear explained that since the factory is producing primarily for "local purposes", registration was not seen as necessary.

The unit has a production capacity of approximately 10,000 pieces per month, depending on the design of garments. The factory sources its raw materials from the local wholesale market and employees are engaged in cut, make and trim on site. The factory employs 50 workers. All are male, save for one female worker who is engaged in packing.

For quality control reasons, Noora Kidswear limits the amount of work it outsources. Trouser stitching – considered a simpler lower-skill task – is occasionally outsourced. But the core cut, make and trim work is done on site.

When the factory needs to outsource production, there are two godowns that they use regularly. Generally, the factory does not have direct relationships with home-based workers. The only exception is a family of home-based workers who live above the factory premises to whom cropping work is occasionally outsourced.

Noora Kidswear primarily supplies the domestic wholesale market and does not engage in retail. Although it does not have an export licence, Noora Kidswear products are informally exported to Malaysia and the United Arab Emirates. Noora Kidswear branded garments are shipped to Malaysia through a personal contact, a relative of the manager based in Kuala Lumpur, and Noora Kidswear wholesales to the Malaysian buyer. At the time of the visit, Noora Kidswear was ready to ship 300 pieces to Malaysia. In addition, visiting members of the Pakistani diaspora living in Dubai also buy garments from Noora Kidswear for onward sale in Dubai. Noora Kidswear has two regular buyers from Dubai. On occasion, friends of the owner have also taken Noora Kidswear products informally to the US and Russia for resale.

The factory is unregistered, as is the label, and it has no export licence. Although its primary market is the domestic wholesale market, it nevertheless engages in some informal exports to Malaysia and the United Arab Emirates through Pakistani diaspora residents and other international buyers in these countries.

The complex web of relationships within the informal sector, with linkages further up the supply chain to the formal economy, demonstrates the opaque nature of the domestic supply chain. In the cases of major national brands that export, as well as informal exports to destinations with large Pakistani diaspora populations, potential linkages to international supply chains exist, but are difficult to map accurately.

### The international market

Formal economy exports to the US, the EU and elsewhere make up a significant part of Pakistan's economy. However, major international retailers and brands from the US and EU have concerns about reputational risk when sourcing from Pakistan, which limits the share of overall export orders from Pakistan.<sup>19</sup>

A small group of top-tier manufacturers in Pakistan are considered sufficiently compliant with both national and international labour standards to supply international brands and retailers, which have a close relationship with their suppliers and conduct regular compliance audits. Given the small number of manufacturers in which buyers and retailers have confidence, there is a high level of overlap with multiple brands sourcing from the same manufacturer.

Some brands, however, place sufficiently large orders that certain manufacturers exclusively supply one brand. Top-tier enterprises have vertically integrated value chains and often work on a "cotton to carton" basis and do not engage in outsourcing or subcontracting practices. Where vertical integration is incomplete, retailers frequently supply or stipulate the sourcing of elements such as thread, buttons, rivets, zips and labels.

The only "leakage" in this commodity chain may be in the inputs and materials purchased directly by the top-tier enterprises from suppliers not stipulated in their contracts with buyers and retailers. It is not clear what due diligence is taken by the top-tier enterprises in seeking suppliers for such inputs. Save for this potential risk, top-tier manufacturers and their buyers and retailers are essentially insulating themselves against the involvement of the informal sector. Thus, these buyer-driven commodity chains to US and EU buyers have no identifiable link to the informal economy.<sup>20</sup>

Outside of these direct-supply arrangements between top-tier Pakistani manufacturers and international retailers and brands, other US and EU buyers source from Pakistan through intermediaries. In this commodity chain, the production follows a "triangle manufacturing" model,<sup>21</sup> where an international retailer or buyer places an order with an intermediary, who then sources the production of the garments from manufacturers in low-wage countries. The triangle is completed when the finished

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<sup>19</sup> Interviews with Ms Caroline Bates, ILO Pakistan, July and August 2016.

<sup>20</sup> Op. cit., M. Zhou (2016), pp. 60-61.

<sup>21</sup> The traditional triangle manufacturing model was described by Gereffi in 1999 and was initiated by the East Asian newly industrializing economies such as Hong Kong (China), the Republic of South Korea and Singapore. These would take orders from US buyers and then in turn shift some or all of the production to affiliated offshore factories in low-wage countries, such as China, Indonesia or Viet Nam.

goods are shipped directly to the original buyer.<sup>22</sup>

Hamid Exports is an example of this “triangle manufacturing” model (case study 6).

## Case study 6

### Hamid Exports, New Karachi

Hamid Exports is located in an industrial zone of New Karachi in a compound with five other informal production units. Hamid Exports is an unregistered cut, make and trim factory producing Western-style t-shirts, sweatpants and other items. It is an export-oriented enterprise and works primarily for agents buying on behalf of international brands. Hamid Exports does not retail or supply international brands directly.

The sourcing agents provide the materials required to complete an order, including designs, fabric, trimming and labels. Hamid Exports provides the workers and sewing machines and has generators to mitigate production losses caused by electricity shortages.

Hamid Exports employs up to 70 workers, depending on the size of orders. Three of its workers are women engaged in stitching, cropping and packing. Its production capacity is between 1,000 and 2,000 pieces a day, depending on the type of garment produced. The factory operates a single shift over a six-day week and working hours are 9 a.m. to 6 p.m. with two hours' overtime. Hamid Exports does not outsource its production.

Workers are paid on a piece-rate basis in the factory, depending on the process and without gender discrimination. The manager states that the average earnings of a worker are around PKR300 to PKR400 per day

(a rate below the statutory minimum wage applicable in Sindh).

The manager estimated that the profit margin for each garment is around PKR100 to PKR150. A shirt, for example, will cost around PKR170 to PKR200 to produce and is sold to buying agents at PKR300.

Hamid Exports supplies the various buying agents who export garments on behalf of international brands. At the time of the interview, Hamid Exports had been working on a large order from ARE for three months. ARE describes itself as a knitted garments export agency which trades in all kinds of knitted apparel, such as t-shirts, polo shirts and trousers. Hamid Exports also receives orders from GSA, an exporter based in Karachi and a member of the Pakistan Knitwear and Sweater Exporters Association. A third agent, IQ, is listed in an online directory as a textile-buying agent based in Karachi. At the time of the factory visit, workers were producing garments for export to several locations.

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<sup>22</sup> D. McCormick & H. Schmitz: *Manual for value chain research on homeworkers in the garment industry*, Institute of Development Studies (Kenya and UK, University of Nairobi and University of Sussex, 2001), p.25.

■ Malaysia: Large boxes were scattered around the premises waiting to be packed. These were addressed to a textile company in Malaysia.<sup>23</sup> Hamid Exports was producing t-shirts branded as “Monash Cup” and with a distinct logo. Research indicated that the t-shirts were for the “Opinicus” and “Culebre” student associations and societies at Monash University, Malaysia.<sup>24</sup>



Exports, worn by students at Monash University, Malaysia<sup>27</sup>

■ US: Workers were stitching sweaters and trousers with logos and tags of “Cotton Belt, New York N.Y. US”.

■ EU: Labels used for other garments state that the item was “Made in Pakistan”, “Distributed by GLO-Brands SRL” in Italy, under the licences of Amiro Fashion House SRO in Prague, Czech Republic. Glo-brand, according to its website, is a company based in Como that is in the sportswear and fashion market and appears to operate as an intermediary in “stock supply solutions”.<sup>25</sup> Amiro Fashion House appears to be a limited liability company situated in Prague since 2011.<sup>26</sup>



“Culebre” shirts made in Hamid Exports, worn by students at Monash University, Malaysia<sup>28</sup>

In addition, Hamid Exports had previously produced garments for American People Clothing, which, despite its name, appears to be a French branded store with an online presence;<sup>29</sup> and Losan, a large Spanish retailer of children’s clothing.<sup>30</sup>



Left to right: Cotton Belt, GLO-Brands SRL, American People and Losan

<sup>23</sup> Business List: Textile in Kuala Lumpur Malaysia, 2016. Available at:

<http://www.ms.businesslist.my/category/textile/19/city:kuala-lumpur> [accessed 25 Dec. 2016]

<sup>24</sup> Monash University Malaysia: Opinicus, public group on FaceBook. Available at:

<https://www.facebook.com/groups/opinicusmonash/> [accessed 25 Dec. 2016]

<sup>25</sup> Globrands: Stock Supply Solutions. Available at: [http://www.globrands.it/stock\\_eng.html](http://www.globrands.it/stock_eng.html) [accessed 25 Dec. 2016]

<sup>26</sup> Kurzycz: Roger Claude Maibach – jméno Roger Claude Maibach v rejstřících, 2016. Available at: <http://rejstrik-firem.kurzycz.cz/osoby/roger-claude-maibach/> [accessed 25 Dec. 2016]

<sup>27</sup> Photos of students sourced from Facebook and other publicly accessible websites.

<sup>28</sup> Photos of students sourced from Facebook and other publicly accessible websites.

<sup>29</sup> The Original American People Clothes: Official Page. Available at: <http://www.americanpeople-store.com/> [accessed 25 Dec. 2016]

<sup>30</sup> LOSAN happy fashion: Official page - Discover LOSAN's 2016 Fall/Winter collection, 2016. Available at: <https://www.losan.com/en> [accessed 25 Dec. 2016]

The example of Hamid Exports demonstrates that the informal and formal economies intersect when a formal sector intermediary contracts with an informal sector manufacturer. The example also shows that exports produced by workers whose wages and conditions fall below national and international standards reach the international market.

### Multifunctional actors in the supply web

Among participants in the informal economy, few are single-purpose actors. On the continuum of informality, the further away participants are from the formal economy, the more likely they are to be multifunctional. Most normal enterprises are single-purpose manufacturers that supply the international markets. They do not, for example, undertake distribution or marketing activities. They also do not outsource or accept subcontracting arrangements from other enterprises.

By contrast, an informal enterprise will accept orders from a variety of sources. In addition, they will outsource ancillary processes to other informal enterprises, or to contractors or middlemen, who in turn outsource to home-based workers. Depending on the nature of the informal enterprise, they may also develop their own products for the local market or for informal export.

Further down the continuum of informality, workers tend to take on even more complex and multiple roles. A worker, such as Waleed (case study 2), can be both an own-account worker and a piece-rate home-based worker. He can be a contractor who distributes work to other home-based workers, while at the same time sourcing work from informal enterprises. In addition, he can sell the finished garments as both a wholesaler and retailer.

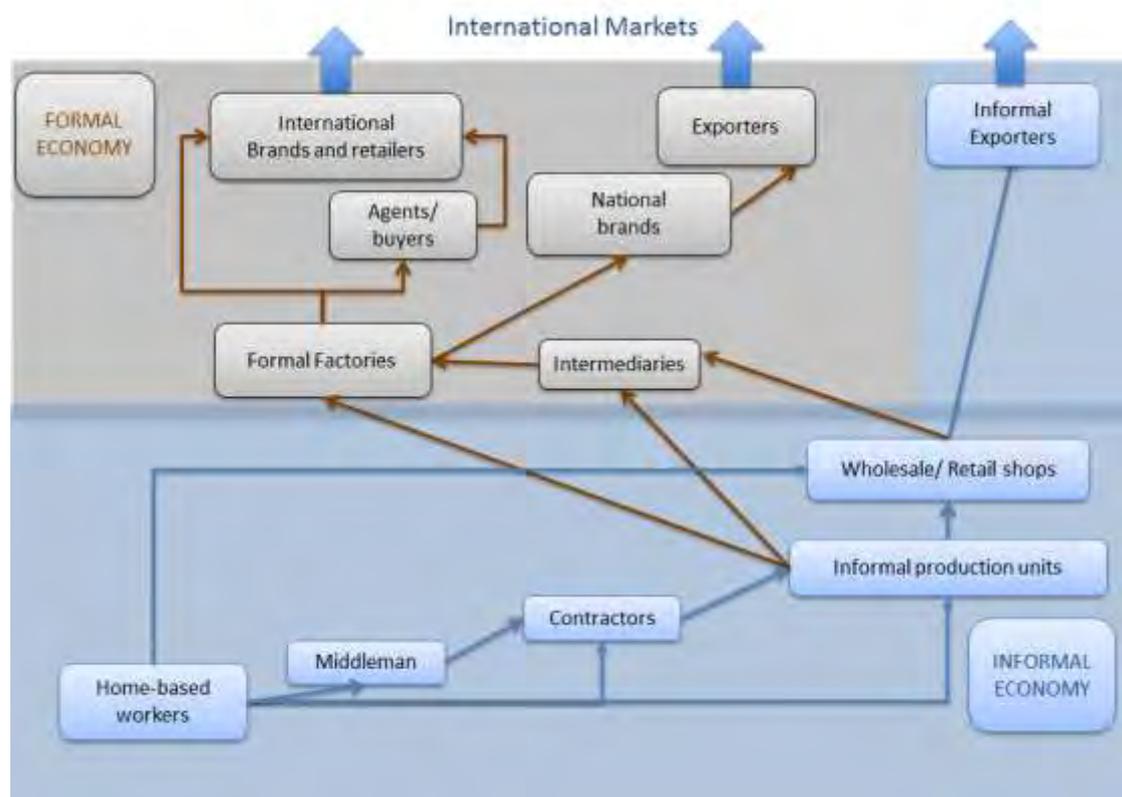
These informal workers and enterprises take on multiple functions in order to maximize their opportunities to earn income. Every potential source of income is, where possible, used. The multifunctional nature of these actors also complicates the relationships within the informal economy. The relationships between workers, middlemen, contractors, employers and enterprises are often complex and multidimensional. For example, an informal embroidery factory can be contracted to manufacture for an established national brand while also operating as a competitor in the market, producing its own branded products, which can also be copies of the products of national brands.

Although literature on the garment and textile industry tends to use the metaphor of supply “chains”,<sup>31</sup> in the informal economy of Karachi it may be more appropriate to describe the system of production as a supply “web”. As described in this section, the relationships between actors in the informal economy are rarely linear and multifunctional actors often have complex and polyvalent relationships with other actors (see figure 3).

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<sup>31</sup> Op. cit., G. Gereffi (1999) and J. Richardson: “Vertical Integration and Rapid Response in Fashion Apparel”, in *Organization Science* (1996, Vol. 7, No. 4, July–Aug.).

**Figure 3: The supply web**



Notably, however, piece-rate home-based workers at the bottom end of the informality continuum are not multifunctional participants. They tend to have fewer opportunities for work and fewer options for sources of work. Overall, 99 per cent of the home-based workers surveyed only had one source of work at the time of the survey, with a majority reliant on relationships with contractors and middlemen. More than half were primarily engaged in only one type of work. More than 66 per cent of their main contractors were from the same area as their residence.

As such, piece-rate home-based workers tend to have one-dimensional relationships of dependency with their employers, with little scope to determine their workflow and rates of pay. The complexity of the commercial relationships between domestic and global supply chains is in stark contrast with the simple dependency of home-based workers on their single source of work. These dynamics are explored in the following chapter.

# Chapter 2: Home-based workers: time, money and labour

## Background

Home-based workers paid on piece rates are at the bottom end of the informality continuum and often face serious decent work deficits. In all economies, the earnings of home-based workers are lower than those of other workers and are often less than the statutory minimum wage.<sup>32</sup> For example, a previous study showed that 93 per cent of home-based workers in Lahore reported that the amount paid for the products they make was too low.<sup>33</sup>

The Informal Economy Monitoring Study in 2014 found that the median piece rate for home-based workers across all different types of garment and non-garment products was: \$0.27 in Ahmedabad, India; \$0.32 in Lahore, Pakistan; and \$0.71 in Bangkok, Thailand.<sup>34</sup> Gross daily earning by home-based workers in the garment industry in Lahore ranged from \$0.22 to make shirts to \$9.90 to make school uniforms.<sup>35</sup>

Median monthly earnings for home-based workers were very low: \$16 in Lahore, compared to \$27 in Ahmedabad.<sup>36</sup> Piece rates are generally set by the middlemen or contractors and an earlier study showed that 50 per cent of garment home-based workers in Lahore had little or no control over pricing, which was determined by the intermediaries.<sup>37</sup>

Although these wage levels are obviously low, it is difficult to assess and compare them effectively to other wage rates. Monthly or weekly median income estimates are difficult to contextualize without other information. Home-based work is often irregular in supply and workers often have “rest days” because there is no work. For example, although the median monthly wage of a home-based worker was reported to be \$16 in Lahore,<sup>38</sup> a related report found that home-based workers worked between 18 and 25 hours per week, which is substantially less than the standard working hours per week.<sup>39</sup> In addition, as previous research has shown, households with home-based workers often have other members of the household who contribute and help. However, earnings tend to be reported as a whole and are not

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<sup>32</sup> R. Jhabvala & J. Tate: *Out of the Shadows: Home-based Workers Organize for International Recognition* (Population Council, 1996).

<sup>33</sup> N. Bilal, R. Saigol & U. Azhar: *Informal Economy Monitoring Study: Home-Based Workers in Lahore, Pakistan* (Manchester, WIEGO, 2004), p. 27.

<sup>34</sup> M. A. Chen: *Informal Economy Monitoring Study Sector Report: Home-Based Workers*, (Cambridge, WIEGO, 2014), p. 18.

<sup>35</sup> *Ibid.*, p. 21.

<sup>36</sup> *Idem.*

<sup>37</sup> *Op. cit.*, N. Bilal, R. Saigol & U. Azhar (2004), p. 26.

<sup>38</sup> *Ibid.*, p. 16. See also *op. cit.*, M. A. Chen (2014), p. 21.

<sup>39</sup> *Ibid.*, p. 16 and *op. cit.*, N. Bilal, R. Saigol & U. Azhar (2004), p. 16.

disaggregated to indicate the contributions of different individuals, particularly when children are helping.<sup>40</sup>

There is also a lack of standard wage rates for home-based work.<sup>41</sup> Piece rates can vary depending on the source of work, even for the same type of work. Piece-rate calculations are also complex as the unit of calculation differs for each work type. For example, depending on the source and type of the work, wages for cropping can be calculated with reference to the following units: per metre, per 8 meters, per piece (regardless of length), and per round, which consists of 21 pieces.

Therefore, a piece rate of, for example, PKR25 (\$0.24) can be a relatively good or poor rate depending on the unit of calculation. The various units of calculation by different contractors, factories and other actors make any comparison – even for the same type of work – difficult.

In addition, there was no data on average hours worked for each work type. Even cropping, one of the low-skilled activities, can vary in complexity: a piece of cloth that is embroidered and has many loose threads will take longer than a stitched garment with only a few loose threads. As such, it is impossible to benchmark piece-rate wages paid to home-based workers against the statutory minimum hourly, daily or monthly wages.<sup>42</sup> Moreover, although previous research recognized that there were many different types of activities outsourced to home-based workers,<sup>43</sup> there was a lack of data on rates paid for each work type.

Items produced by home-based workers in Karachi appear to have limited links with the global supply chain. As shown in the case studies above, most of the work completed by home-based workers appears to feed into the domestic textile and garment market. A smaller proportion contributes to exports to regional and international markets through both formal and informal channels.

## Profile

The survey conducted with 406 households aimed to gain a more detailed understanding of the wages and working conditions of home-based workers. Consistent with previous research,<sup>44</sup> the vast majority of home-based workers surveyed were women; only 2 per cent were men.

Most of the respondents are married (72 per cent). Only 16 per cent had never been married and 12 per cent were divorced or widowed. 4 per cent were 18 years old or below. Only 55 per cent were able to read and write. Education levels are generally low. Over 40 per cent of home-based workers had no education and another 12 per

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<sup>40</sup> M. Zhou: *Minimum wage setting, implementation and working conditions in formal and informal sectors of the garment industry in Pakistan* (Bangkok, ILO, 2016), p. 72.

<sup>41</sup> Op. cit., N. Bilal, R. Saigol & U. Azhar (2004), p. 26.

<sup>42</sup> Although home-based workers are not covered by minimum wage legislation in Sindh, protection does extend to workers in a range of informal enterprises.

<sup>43</sup> Op. cit., N. Bilal, R. Saigol & U. Azhar (2004), p. 14.

<sup>44</sup> For example S. Akhtar: *Searching for the Invisible Workers: A Statistical Study of Home-based Workers in Pakistan* (Islamabad, ILO Country Office for Pakistan, 2011); and op. cit., R. Jhabvala & J. Tate (1996).

cent had only received a religious education. Less than a quarter of the workers (13 per cent) had matriculated and another 26 per cent had attended at least five years of schooling. Only two workers among the respondents had a university degree. The general level of education in the household was higher than that of the individual home-based worker. More than 41 per cent of home-based workers had family members who had matriculated or gone on to further education.

Over 34 per cent of the workers surveyed had worked for more than ten years as a home-based worker and a further 23 per cent had been home-based workers for more than six years. Four per cent of the workers had waged work in addition to their home-based work. A majority of home-based workers did not belong to any groups, such as cooperatives or unions: 78 per cent had no membership affiliation while just over 20 per cent of workers belonged to a cooperative.

About half of the respondents lived in a residence that their family owned, but only 1.5 per cent of households owned any other land. The total average household monthly income for home-based workers was PKR16,275 (\$155.26). This includes the income from piece-rate work, social security assistance and waged work by other family members.

## The work

As noted in the methodology section, the household survey considered 15 distinct types of work as primary and secondary income-earning activities.<sup>45</sup> Additionally, 11 per cent of home-based workers surveyed were engaged in a variety of other types of activities. The most common activities done by home-based workers were:<sup>46</sup>

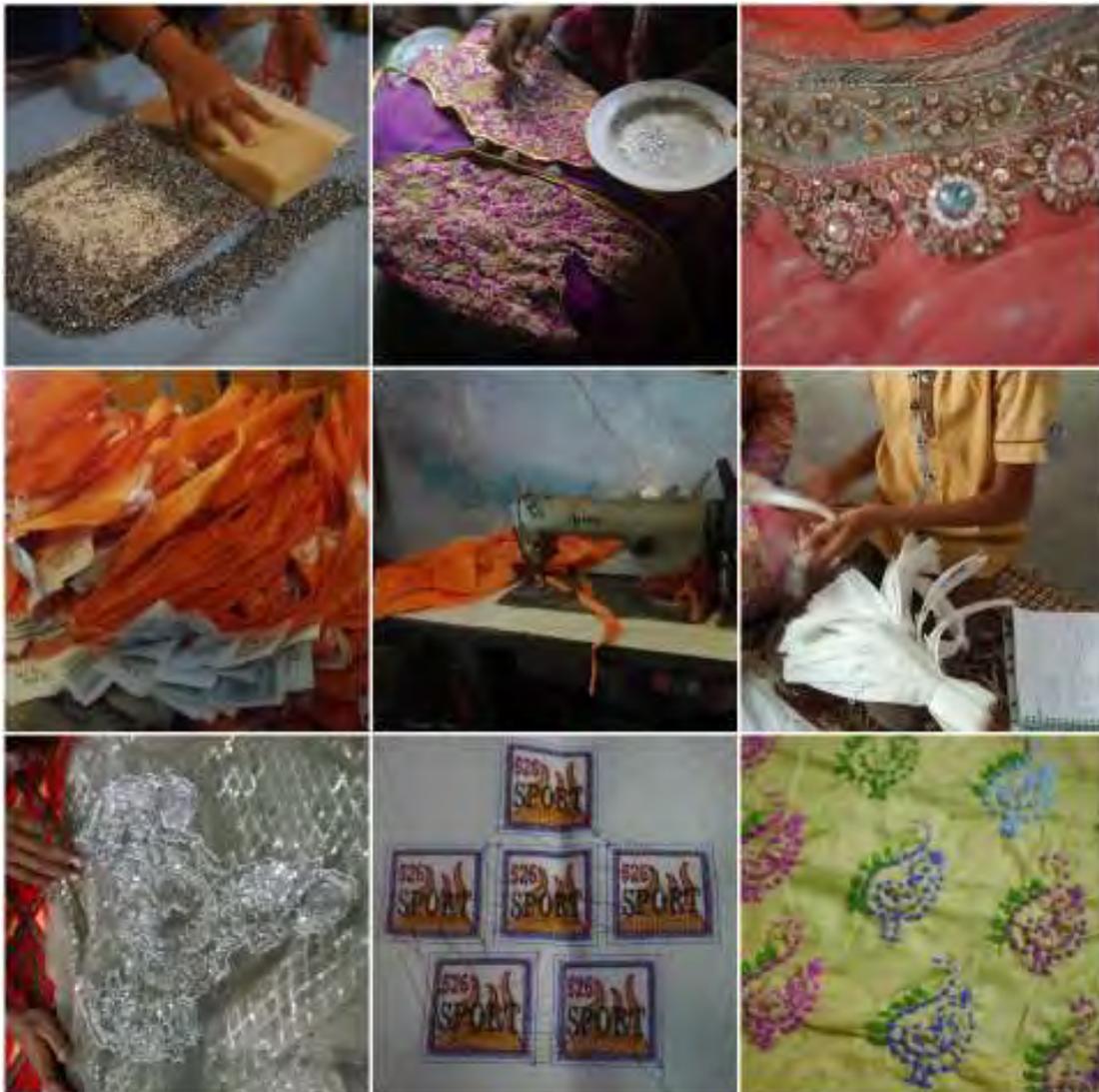
- Cropping
- Stitching
- Beadwork
- Embroidery
- Labelling
- Sack stitching
- Zip work

With the exception of embroidery, most tasks done by home-based workers were relatively low-skilled. Cropping and zip work in particular were often done by children in the household.

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<sup>45</sup> The 15 enumerated work types are: cropping, stitching, packing, beadwork, sorting, embroidery, labelling, sack stitching, zip work, lace cutting by hand, lace cutting by machine, buckle and bunch, fusing, ironing and veil stitching.

<sup>46</sup> The top seven are those processes that are most statistically significant; those in which at least 10 workers among those surveyed were engaged.



Types of home-based work. Top row from the left: beadwork and embroidery. Second row from the left: sack stitching, zip work. Bottom row from the left: cropping, labelling and embroidery.

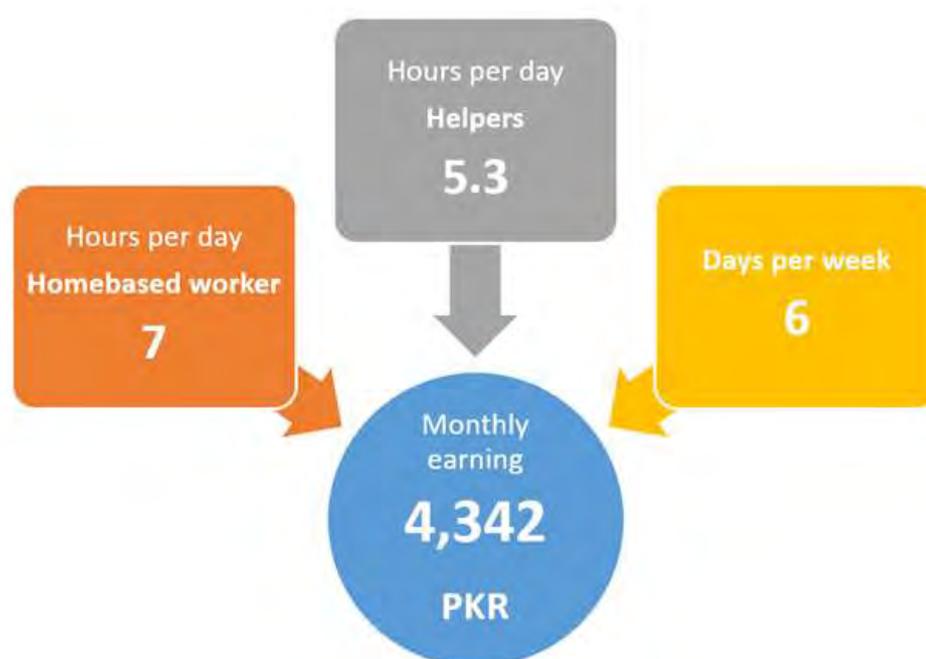
## Hours, helpers and income

Among the workers surveyed, 97 per cent earned an income exclusively as a home-based worker. Only 14 of respondents had waged work of various kinds; two were working in a textile or garment factory. Respondents reported an average of seven hours per day spent on home-based work. More than a third of home-based workers had no rest day. In total, 61 per cent of home-based workers worked more than six days a week.

A majority of the workers (59 per cent) benefitted from the contributions of at least one helper. The overwhelming majority (89 per cent) of helpers were female relatives living in the same household as the home-based worker. Among those home-workers who had helpers, 33 per cent had at least one girl helper and 12 per cent had a boy helper. On average, helpers contributed an additional 5.3 hours per day to home-

based work, of which children under 18 contributed 3.6 hours per day. Overall, home-based workers and their helpers worked 12.3 hours per day, six days a week. The average monthly income (see figure 4) generated by home-based work (including the contributions of the helpers) was only PKR4,342 (equivalent to \$41.42),<sup>47</sup> well below the statutory minimum wage of PKR14,000 per month.

**Figure 4: Hours and monthly income generated through home-based work**



Very few workers and their family received social security benefits. Only 14 workers reported that someone in their family received assistance from the Benezir Income Support Programme and five households received rations from the government. Most home-based workers were not the only income earner in the household and 361 respondents reported that their household had income from waged work (in addition to home-based work) amounting on average to PKR13,134 per month. With home-based work, some social security assistance and waged work by other family members, the average household monthly income for home-based workers was PKR16,275 (\$155.26).

Although home-based workers receive raw materials, these are sometimes insufficient. If certain necessary components or appropriate tools are not provided, workers must buy these items themselves.<sup>48</sup> Among the workers surveyed, cloths and fabrics were the most commonly provided items by the contractors. Embroidery threads, beads and labels were also provided for the completion of a job order. Workers often bought threads for sewing and maintained tools such as clippers,

<sup>47</sup> \$1 = PKR95 (Reference: Bloomberg markets).

<sup>48</sup> Op. cit., R. Jhabvala & J. Tate (1996).

scissors, needles and sewing machines. In addition, home-based workers bore the overhead costs related to work. Among the workers surveyed, 94 per cent used electricity to complete their work.

As previous research found, there is a consensus that a majority of home-based workers in Pakistan are female. This partly reflects the social and cultural norms of Pakistan, where women are less likely to participate in the public sphere. Women are generally the primary carers for children and bear the bulk of household chores, keeping physically close to home throughout the day. In addition, some women perceive home-based work as being safer, with the lack of transport being a significant barrier to female participation in the formal economy. The cost of transport is also another deterrent.

One benefit of home-based work, then, is that the workplace is the home. For most home-based workers in the textile and garment industry, delivery and pickup of job orders was the norm. Among the workers surveyed, 73 per cent do not have to travel to collect or deliver a job order. Of those who must travel, a majority travel by foot and 18 per cent require transport by vehicle. About half of the workers surveyed estimated that if travel was required, each return trip would cost around PKR76.

### Hourly wage rates

For piece-rate workers, the minimum wage applicable at the time of the household survey was PKR67.50 per hour in any working day.<sup>49</sup> The household survey sought to provide wage data that could be meaningfully benchmarked to statutory minimum wage rates. The questionnaire asked respondents to provide the following information:

- the type of work they were engaged in;
- the relevant payment unit for that type of work;
- the piece rate for the unit; and
- the average time spent on completing the unit.

The information was then analysed for average hourly wage rates for each work type. Respondents were also asked about their sources of work to investigate whether variations in pay rates for each work type is related to the role of the intermediary and the location of the intermediary on the continuum of informality.

The two most common types of work outsourced to the home-based workers were cropping and stitching, with effective hourly rates of PKR17.65 and PKR34.77 (see table 6). The lowest paid activity was beadwork, which earned an average of only PKR15.68 per hour. Sack stitching was paid relatively well, perhaps because it is a fairly simple process and can be done quickly with a sewing machine. Embroidery was the best paid activity among the surveyed workers at PKR127.56 per hour. Beadwork

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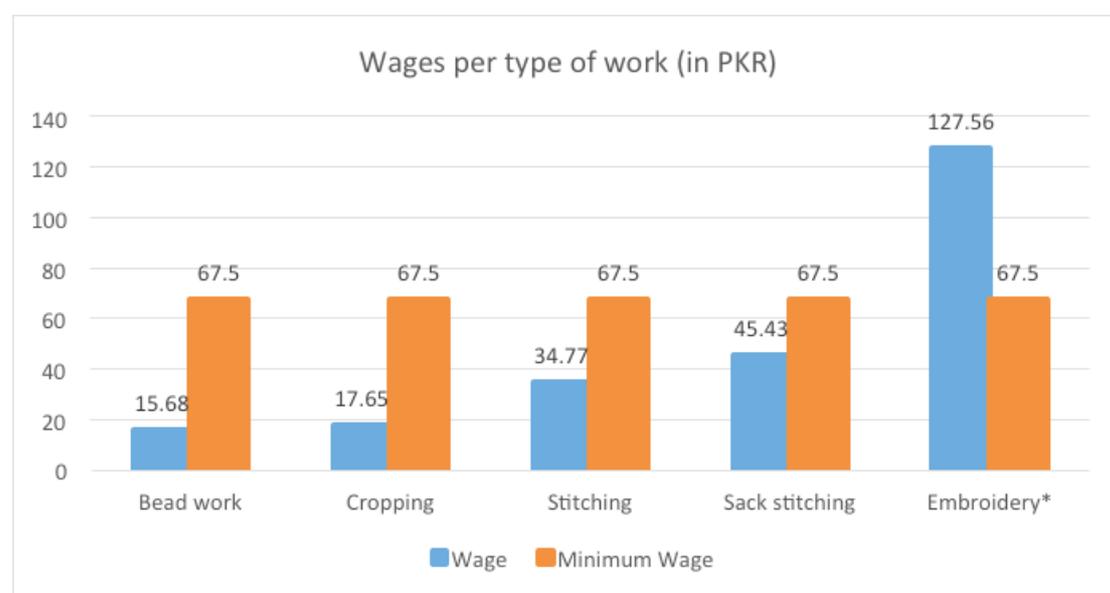
<sup>49</sup> Notification of minimum wage in October, effective 1 July 2016.

earned only one eighth of the rate of embroidery. Among the five most common work types, only embroidery paid above the minimum wage (see figure 5).

**Table 6: Mean hourly pay for types of work outsourced**

Type of work	Mean wages per hour (PKR)	Number of respondents engaged in this work <sup>50</sup>
Beadwork	15.68	33
Cropping	17.65	105
Stitching	34.77	72
Sack stitching	45.43	11
Embroidery	127.56	38

**Figure 5: Wages per type of work (in PKR)**



Source: Interviews with home-based workers

However, even for embroidery, the highest paying work type for home-based workers, only work that was sourced from a godown or factory paid above the statutory minimum wage. Among the 11 respondents who received embroidery work from contractors, the average rate was PKR34.96. Two respondents reported that they also undertook embroidery work from middlemen at a rate of PKR6.35 per hour.

<sup>50</sup> For this table, work types are included when there are more than 10 workers engaged in it.

## Embroidery wage rates

The standard deviation for embroidery wage rates is unusually high at 578.88 compared to those for other types of work, which indicates a very high level of difference across the sample. Of the 38 respondents who embroidered, 23 of them were able to source work directly from a godown or a factory. Among these workers, the mean wage per hour was PKR187.22, dramatically higher than wages for any other task. For embroidery work sourced from contractors and middlemen, the mean wage per hour was PKR34.96 and PKR6.35 respectively.

The wide range of pay rates for embroidery seems to reflect the range of skills in embroidery and the varying degrees of complexity in the designs. For example, respondents reported pay rates of between PKR100 and PKR687 per piece.

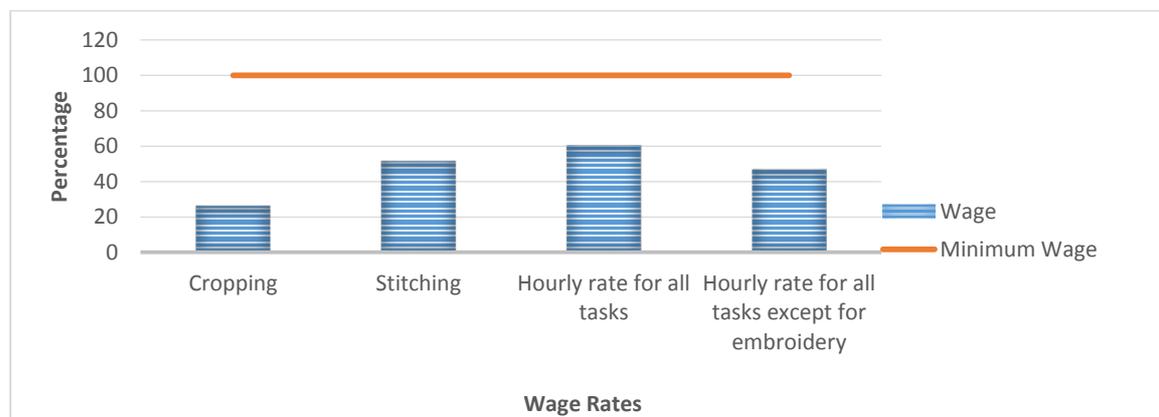
### Hourly wage rate for embroidery (PKR)

Middleman	Contractor	Godowns and factories
6.35	34.96	187.22

According to the survey, the lowest hourly rate was PKR7.88 for sorting work, but only four respondents reported that they were engaged in sorting work and therefore the statistics may not be reliable. Around 20 per cent of workers surveyed undertook more than one work type and earned around PKR50.62 per hour. Just over 10 per cent of workers were engaged in other activities and these paid around PKR33.53 per hour.

The survey found that the mean effective hourly rate across all types of work, regardless of the source of work, was PKR40.59. However, if wages for embroidery are excluded, then the mean hourly rate was effectively only PKR31.50, less than half of the minimum wage rate. Moreover, cropping, the most common work given to home-based workers, was paid at only PKR17.65 per hour, about a quarter of the minimum wage rate. Similarly, stitching, the second most common task given to home-based workers, was paid at around half of minimum wage rates (see figure 6).

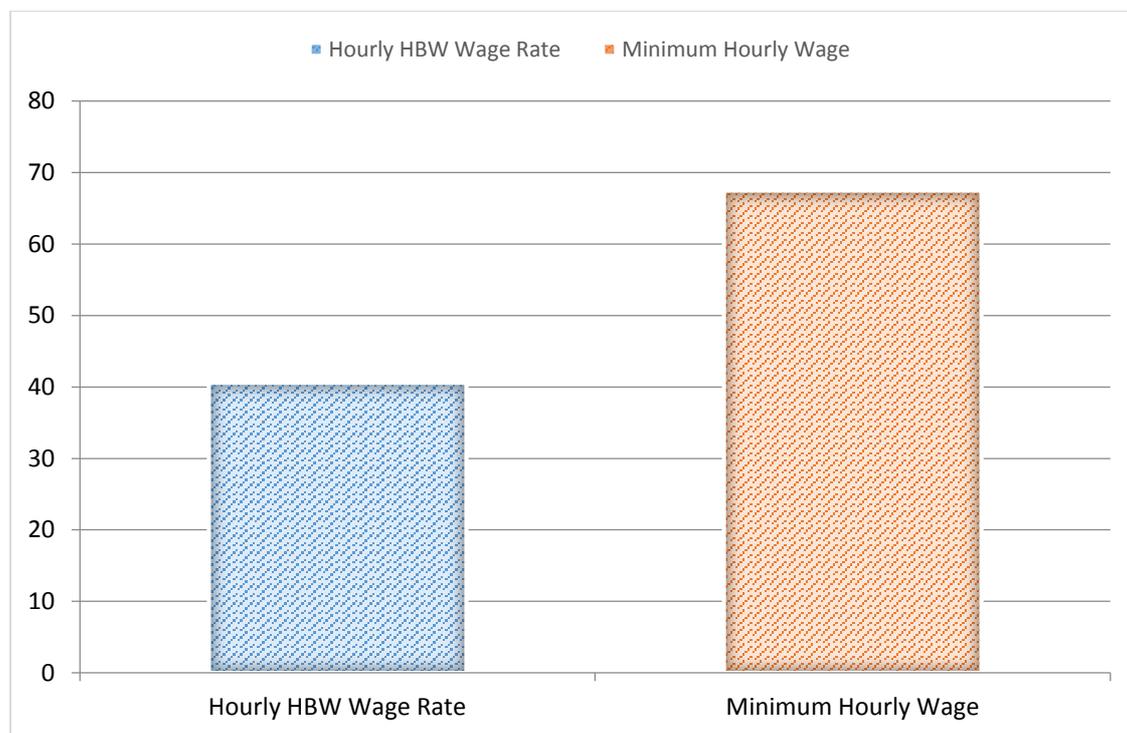
**Figure 6: Wage rates as a percentage of minimum wage**



Source: Based on the findings of the field survey

A comparison of the hourly rate across all tasks for home-based workers with the minimum wage in Sindh shows that home-based workers were paid at 60 per cent (see figure 7). Cropping, for instance, was paid at only 27 per cent.

**Figure 7: A comparison of hourly rate for home-based workers with minimum wage in Sindh**



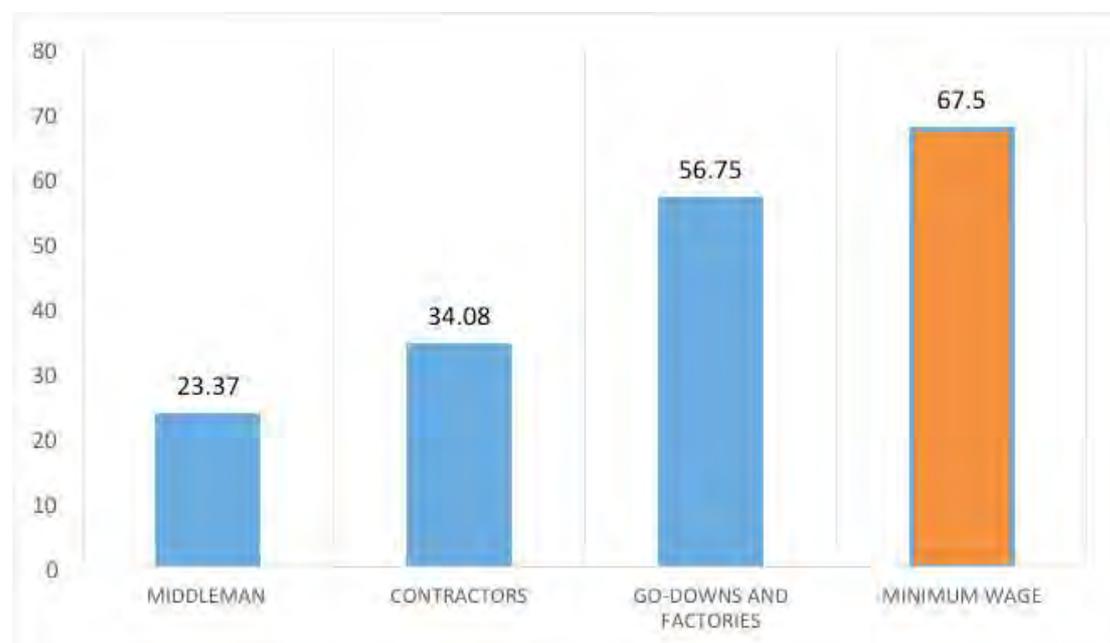
Source: Based on the findings of the field survey

Across all types of work, hourly wage rates differed depending on the source of work. Although rates varied for each work type, there was a broad trend of increasing wage rates if the source of work was closer to the formal economy and there were fewer intermediaries involved (see table 7 and figure 8).

**Table 7: Mean hourly rates depending on source of work**

Middleman	Contractors	Godowns and factories
23.37	34.08	56.75

**Figure 8: Hourly wage rates and sources of work, compared to the minimum wage**



Source: Based on the findings of the field survey

As noted earlier, 98 per cent of the workers surveyed were female. As such, the survey cannot reveal statistically significant gender gaps in wage rates. However, some contractors explicitly favour male home-based workers for more skilled work and higher value work. Waleed, for example, reported that he only entrusted “fancy bead work” to male workers because he believed female workers were more likely to damage the work. “Fancy bead work” can pay up to PKR100 per piece compared to PKR40 for other types of beadwork. This reflects the occupational sex segregation that underlies the gender wage gap in Pakistan.<sup>51</sup>

In addition, previous research revealed anecdotal evidence that actual wage rates had declined in recent years.<sup>52</sup> Among the workers surveyed, 6 per cent reported a decrease in wage rates.

### Ability to influence wages

Previous research among home-based workers in Lahore showed that 86 per cent of piece-rate workers had to accept prices set by their intermediary or employer.<sup>53</sup> This is consistent with anecdotal evidence that workers have little bargaining power. The

<sup>51</sup> F. Khan: Report on the gender pay gap in Pakistan (ILO, forthcoming).

<sup>52</sup> Op. cit., M. Zhou (2016), p. 73.

<sup>53</sup> Op. cit., N. Bilal, R. Saigol & U. Azhar (2004), p. 26.

factors that affect workers' ability to influence wage rates include the level of dependency on their employer or intermediary for work;<sup>54</sup> their access to the market, if any; access to knowledge and information about the labour market; and any competitive advantage they might have.<sup>55</sup>

### Dependency on employers or contractors

Only four of the workers surveyed had more than one source of work. A contractor from the same neighbourhood was the primary source of work for 47 per cent of respondents. Among this group of workers, 30 per cent subcontracted from a godown or small informal factory and 19 per cent worked for a middleman. Only 2.5 per cent of workers had direct relationships with a retailer or wholesaler. Most were highly dependent on a single work provider: 99 per cent of workers who worked with contractors were reliant on just one contractor; only two out of 192 workers who received work from contractors had a relationship with two contractors. Of those workers subcontracting directly from godowns or small factories, 96 per cent had only one source of work. Among those who worked with middlemen, 98 per cent were entirely reliant on that one person.

**Table 8: Work sources and dependency: single source**

Work provider	Percentage of workers for whom providers is the main source of work	Percentage of workers with only one work provider
Middleman or woman	19.26	98
Contractor	47.41	99
Godown/small factory	30.37	96
Shop	2.47	-
Others	0.50	-

Workers and their sources of work seem to be connected by both geographic and relationship proximity. Most workers were introduced to their employer or contractor provider by a relative or neighbour (see table 9). Most workers and their employers and contractors reside or work in the same area. For example, workers live in the same area as 68 per cent of the contractors and 92 per cent of the middlemen for whom they work. Almost 70 per cent of home-based workers who work directly for godowns and informal enterprises do so within their own area.

<sup>54</sup> Op. cit., R. Jhabvala & J. Tate (1996).

<sup>55</sup> D. McCormick & H. Schmitz: *Manual for value chain research on homeworkers in the garment industry*, Institute of Development Studies, (Kenya and UK, University of Nairobi and University of Sussex, 2001), p.21.

**Table 9: Work sources and dependency: geography and relationship**

Work provider	Percentage from the same area as worker	Percentage introduced by a relative or neighbour
Middleman or woman	92	77
Contractor	68	79
Godown/small factory	70	78

Workers tend to have a long-term relationship with their contractors: 28 per cent had worked with their contractor for more than six years, more than half of respondents who subcontracted from middlemen had been doing so for between one and five years and only 27 per cent had worked with their contractor for less than a year.

Another indicator of workers' dependency on their intermediaries or employers was their inability to refuse work. Only 11 per cent of workers had refused a job order from their work providers. Despite workers' efforts, they were often unsuccessful in their attempts to negotiate better rates. Most workers who attempted to negotiate did so on their own, while 6 per cent tried to do so in groups or as a part of a cooperative. Half of the workers who worked for contractors had attempted to negotiate better rates, but only 8 per cent had been successful. Of those workers who subcontracted from an informal enterprise, 10 per cent had successfully negotiated a wage increase. Among those who subcontracted from a middleman, the success rate was approximately 5 per cent. Around 35 per cent of workers who had attempted to negotiate a wage increase suffered some form of retaliatory action: 17 per cent of workers were threatened with a loss of work; 2 per cent experienced a decrease in work volume; and another 1 per cent had wages decreased.

### Skills

Most home-based workers are engaged in low-skill and low-value work where they have little competitive advantage. Cropping is the most common primary work type (28 per cent), followed by stitching and labelling (19 per cent and 14 per cent respectively). Embroidery and beadwork were also common (10 per cent and 8 per cent).

Most workers surveyed were engaged in only one type of work. Some 45 per cent were engaged in two or more types of work and among this group, about a third were stitching sacks and another third did zip work as secondary activities. The low skill levels required also allow children to contribute to the work. Of the workers surveyed, 145 reported that they had helpers aged under 18 who spent an average of 3.6 hours on home-based work per day. Helpers were most likely to be engaged in zip work and sack stitching.

Most of the processes and tasks completed by home-based workers require little

training. Around 24 per cent of respondents benefitted from some formal or informal training. Of those with training, 51 per cent attended stitching classes. Five workers had diplomas for stitching and two for embroidery. A substantial minority of workers, 42 per cent, received informal instructions or training. Almost all informal training and instruction reported by the workers related to different forms of embroidery. Only three workers reported receiving training from the employer. Most informal training appears to be forms of apprenticeship, where the workers reported that they learnt to embroider from a family member, neighbour, or through observation and self-learning.

### Information and knowledge of market

Piece-rate home-based workers had limited knowledge of both the commodities on which they worked and the labour market in which they participated. Among the workers surveyed, only 23 per cent were aware of information other than the identity of their contractor or employer. For example, some identified the retailer brand of the garment from the labels they stitched.

In addition, very few had any knowledge of the prevailing statutory minimum wage and could not benchmark their wages. Only 8 per cent of respondents correctly identified the applicable minimum wage in Karachi at the time of the survey. An additional 10 per cent thought that an out-dated wage rate still applied. More than 81 per cent of the workers did not know or were inaccurate in their estimations.

# Conclusion

Karachi is home to many manufacturers that form part of the international commodity chain in textiles and garments. In Godhra Colony and Orangi Town, there are many large manufacturers of textiles and garments in designated industrial zones, as well as a plethora of smaller informal production units that are scattered near and within the residential areas where home-based workers live.

Although labour participation in the informal economy significantly outweighs that in the formal economy in Pakistan, informal enterprises and informal workers in Karachi have limited links to US and EU markets. Suppliers to international brands and retailers, particularly those in direct sourcing relationships, generally comply with international labour standards and national wage legislation. However, not all international buyers directly source from Pakistan. The involvement of one or more intermediaries in the supply chain increases the likelihood of outsourcing to manufacturers in Pakistan's informal economy. Even with goods for destinations such as the US and the EU, there is evidence that some exported textiles and garments are made by workers in the informal economy under conditions that are not compliant with international labour standards and paid below the statutory minimum wage.

The supply of products to the GCC and other regional destinations is relatively understudied, chiefly due to its opaqueness. Textiles and garments produced for the domestic market are often exported to the GCC and elsewhere in the region via informal channels through personal contacts and the Pakistani diaspora. Along this export route, the entire supply chain – from manufacturing to international sale to an end consumer – can take place in the informal economy.

While informal enterprises are involved in the production of textiles and garments exported to the US and the EU, as well as the GCC and other countries in the region, items produced by home-based workers primarily contribute to textiles and garments made for domestic consumption. This is partly due to concerns about quality control shared by both formal and informal enterprises.

The informal economy in Karachi is complex and the relationships between workers and enterprises and employers are not straightforward. There are many varieties of informal enterprises, including various units of production and distribution: godowns, workshops, factories, shops, wholesalers and others. Workers also have a variety of relationships with these enterprises: some act as contractors who distribute work, others as middlemen and others as home-based workers.

Actors in the informal economy tend to be multifunctional and take on many roles at the same time in order to maximize opportunities for profit. Some informal workers are simultaneously own-account workers, home-based workers and sellers of their own products to wholesalers. Relationships between workers and informal

enterprises can be simultaneously that of buyer/seller, employer/worker, and competitor.

In contrast to larger manufacturers in the formal economy, which have adopted vertically integrated models of production to ensure compliance with labour standards, production in the informal economy is fragmented and dispersed, with increasing informality correlating with lower-value work and processes. Home-based workers, in particular, are generally given low-value and menial tasks such as cropping and basic stitching. Anecdotal evidence in the informal sector suggests that a minority of male home-based workers are given higher value work, consistent with the gender wage gap in Pakistan which is partly the result of occupational sex segregation.

Home-based workers are chronically and significantly underpaid. On average, they are paid only 60 per cent of the statutory minimum hourly wage, regardless of the type of work they do. Cropping, the most common task distributed to home-based workers, is paid at 26 per cent of the minimum wage. Among the five most common work types, embroidery is the only one that can pay above minimum wage rates.

However, home-based embroiders are not always paid above the minimum wage. The wage rates for embroidery varies dramatically depending on the complexity of the design and the skills required. In addition, embroidery work sourced from a contractor or middleman generally pays below the minimum wage. Only embroidery sourced from godowns and factories directly can achieve piece rates above statutory minimum hourly rates.

A majority of home-based workers are helped by family members. Together, a home-based worker and their helper work 12.3 hours per day for six days a week and derive a monthly income of PKR4,342 (\$41.42) from their labour. The average household income, however, is significantly higher because it is supplemented by the waged work of other family members and some social security assistance.

Home-based workers have a limited ability to negotiate for better wage rates. Only four workers from the household survey had more than one source of work. Almost half of all home-based workers are reliant on contractors and 99 per cent of them rely on only one contractor for work and thus income. Most home-based workers rely on contractors or middlemen who live within the same area or were introduced by a relative or neighbour. Only 11 per cent of the workers had ever refused a job order. While nearly half of home-based workers tried to negotiate better rates with their contractors, only 8 per cent of them succeeded. Their ability to increase their wage rates is also limited by their lack of knowledge: 92 per cent of workers surveyed did not know the correct statutory minimum wage rates.

In order to address the decent work deficiencies in the informal economy, the Government of Sindh should make efforts to significantly increase the wage rates of home-based workers by using time-based wage data. Notification of piece-rate minimum wage rates for home-based workers in the textile and garment sector for commonly performed work, such as cropping and stitching, could have a significant impact in improving their working conditions. Government action is also required as home-based workers face considerable challenges in negotiating for higher wages.

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# Appendices

## Appendix I: Methodology

The research methodology for this mapping study is based on both qualitative and quantitative methods. Fieldwork and a desk review were primarily used to gather data on mapping the relationships within the informal economy. A household survey was used to gather statistical data on the wage rates of home-based workers. Two research consultants were commissioned to lead different parts of the study, namely Praxis Labs and Zehra Khan, founder and General Secretary of the Home-Based Women Worker's Federation (HBWWF). The research consultants worked closely together to integrate the two data sources and to ensure coherence in the research design.

A preliminary findings workshop was held in Karachi on 15 August 2016. Preliminary findings from 124 of 406 household surveys were presented as well as findings from the qualitative research. The preliminary results were validated by the stakeholders, including the Labour Department of Sindh, the Employers' Federation of Pakistan, the Pakistan Workers' Federation, the National Trade Union Federation Pakistan and others.

### Household survey of home-based workers

Zehra Khan led the quantitative household survey. Members of HBWWF from New Karachi and Orangi Town were recruited as enumerators for the survey. Sajjad Akbar provided the statistical analysis of the data collected.

For the household survey, Praxis Labs and Ms Khan began survey preparation in June 2016 by generating a list of possible survey sites based on previous knowledge of the geographical spread of home-based workers. The areas in and around Godhra Colony in New Karachi and Orangi Town were selected on the basis of several key factors. First, HBWWF was aware that there were high numbers of home-based workers and informal enterprises in the garment and textile industry in these two relatively defined geographic areas. Second, the presence of HBWWF community centres and members in the local communities enhanced the level of trust required to gather accurate and quality responses from home-based workers, who are primarily female, and to facilitate discussion of sensitive issues. Third, the selected areas are accessible for the enumerators, ILO's international staff and the international consultant from Praxis Labs.

In collaboration with the ILO, Praxis Labs and Ms Khan designed the paper-based survey questionnaire in both English and Urdu. The English version was drafted by Praxis Labs and Ms Khan supplied the Urdu translation to be used by the Urdu-speaking enumerators. The survey tool was then workshopped on 20 July 2016 with home-based workers and enumerators to test intelligibility, levels of response, accuracy and clarity. A pilot survey was conducted in New Karachi on 21 July 2016 and, in consultation with home-based workers and enumerators, the survey questionnaire was revised to ensure that as many variations of responses as possible could be accurately captured.

Ms Khan contracted ten enumerators and one verifier (see table A). Enumerators were required to have: (1) experience or understanding of home-based work in the garment and textile industry; (2) literacy in Urdu; and (3) high school matriculation as a minimum. Some enumerators were also able to speak English and had community work experience, for example polio workers or community organizers. Ms Khan also verified the data and supervised the entire process of data collection.

Supporting the research team was a data entry team consisting of four data entry consultants from Iqra University and Karachi University who were trained to input paper-based survey data into Excel format for statistical analysis (see table A). In

consultation with ILO, Praxis Labs and Ms Khan, Sajjad Akbar provided statistical analysis using Statistical Package for Social Sciences software (SPSS).

**Table A: Research team for the household survey**

<b>Name</b>	<b>Role</b>
Aneela M. Ramzan	Enumerator
Fatima	Enumerator
Fareed M. Hanif	Enumerator
Ruqia M. Haneef	Enumerator
Madiha and Rubab	Enumerator
Shabnam M. Azam	Enumerator
Samia	Enumerator
Saeeda Khtoon	Enumerator
Sobia Danish	Enumerator
Saira Feroz (also helped check all the forms)	Enumerator
Zainab Bibi	Verifier
Shaeryar Sabir Khan	Data entry consultant
Izhar Ahmed	Data entry consultant
Junaid	Data entry consultant
Mohammad Rumman Jaffer	Data entry consultant

A two-day training with the enumerators was conducted on 20 and 21 July 2016 by Praxis Labs and Ms Khan, with a focus on data collection. Mock exercises on survey techniques and questionnaire completion were conducted. In addition, pilot testing of the survey took place over several days in the Godhra Colony, where minor revisions of the questionnaire were undertaken to take into account in-field contingencies and to ensure accuracy. After the pilot testing phase, enumerators were debriefed to discuss and resolve both conceptual and practical difficulties encountered during the implementation of the survey.

Enumerators conducted door-to-door visits to identify households with home-based workers. Some households were also selected based on prior knowledge of the presence of home-based workers. Enumerators had to explain the purpose of the research in order to gain permission to conduct the survey. Where possible, enumerators also took photographs of the work being done by home-based workers and the products they made. In total, 15 types of work were identified and recorded in the survey questionnaire (see table B). Some households declined to be surveyed. Other households gave permission for the survey but not for photographs. Enumerators also took the opportunity to explain the work of the HBWWF.

**Table B: Types of work undertaken by home-based workers**

<b>Work type</b>	<b>Description</b>
Cropping	Cutting loose threads from textiles or garments
Stitching	Sewing garments
Packing	Packaging garments and other items
Bead work	Attaching decorative beads onto textiles or garments
Sorting work	Categorizing different textile pieces and off-cuts for recycling or reuse
Embroidery	Stitching or sewing decorative patterns onto textiles or garments. Embroidery work can range from the simple to the complex and encompasses, among others: <i>zardozi</i> , considered highly skilled work, this involves embellishing clothing with materials such as silver and copper wires, sequins, beads, stones and other materials; and <i>aari</i> , which involves chain stitching with a special needle.
Ironing	Pressing garments or textiles flat
Labelling	Sewing or embroidering labels onto garments
Sack stitching	Sewing rice bags of differing sizes and with slight variations in complexity
Zip work	Combining parts of a zip together, including putting on the slider and fixing of the retainer box and pins
Fusing	Joining fabric, usually by applying pressure and heat to the resin on the coating of a fabric
Buckle and bunch	Decorating textiles or garments by gathering fabric and fastening with a buckle
Lace cutting by hand	Cutting lace patterns manually
Lace cutting with machine	Cutting lace patterns with an electric powered cutter
Veil stitching	Sewing abayas and headscarves

In total 406 household surveys were conducted. Among these, 314 were from 12 areas of Godhra Colony in New Karachi and 92 from nine areas in Orangi Town (see table C). Where relevant, the enumerator also visited the markets in the area in order to identify contractors, middlemen, shops and other suppliers of work to the home-based workers.

**Table C: Areas covered by the household survey**

<b>New Karachi, Central District</b>	<b>Orangi Town, District West</b>
Bismillah Colony	Sector 11
Number 8 Stop	Sector 11½
Bismillah Hotel	Sector 13
Timber Market	Sector 14
Kulsoom Hotel	Sector 15C
Rehmania Masjid	Sector 16
Market Area	Mansoor Nagar
Abbassi Nagar	Ghaziabad
Double Store	Data Nagar
11G	
Siddique Mohalla	
Rahmania Masjid	

### **Informal sector mapping**

The informal sector mapping is primarily qualitative in nature, drawing on interviews with stakeholders in informal enterprises and workers in informal jobs. Some quantitative elements are drawn from existing data sources, either provided by the stakeholders at the request of the researchers or through a desk-based literature review.

Praxis Labs conducted fieldwork for the informal sector mapping over 15 days in July and August 2016. To ensure consistency with the qualitative survey, the researcher focused on the same geographic areas in Godhra Colony of New Karachi and District West of Orangi Town.

The researchers conducted unannounced visits to informal enterprises and with informal workers, including factories, godowns, the homes of home-based workers, wholesale and retail stores, as well as markets. The informal enterprises were identified based on previous research and fieldwork carried out in 2015 and in consultation with both the ILO and the HBWWF.

Researchers visited informal enterprises that engaged in all aspects of the manufacture of garments and textiles, including cut, make and trim work on Western adult and children's wear, such as shorts and t-shirts; cut, make and trim of abayas, shalwar kameez and other traditional clothing; machine embroidery; hand embroidery; dyeing; screen printing; sack stitching; and others.

The researchers visited more than ten informal enterprises and interviewed the managers or foremen present at the time. Where possible, researchers asked for follow-up interviews with contractors used by the enterprises for outsourced processes in manufacturing. In addition, researchers conducted in-depth interviews with home-based workers within specific supply chains in the survey areas.

Interviews were conducted in the presence of Ms Khan, some HBWWF members and ILO staff. Where necessary, Ms Khan also provided interpretation between Urdu and English. Interview respondents were informed that the research was conducted as part of an informal sector mapping exercise for the ILO and were also informed of the ongoing household survey. The respondents were assured their anonymity and confidentiality would be protected and that the enterprises would not be identified.

## Appendix II: Household survey questionnaire Urdu Version

سرورے برائے انٹرویو سٹائل اور گارڈیننگ ہر مزدور							
<b>Enumerator Introduction:</b> انٹرویو کرنے والے کے لیے معلومات میں آپ سے کچھ سوالات کرونگی یہ ایک رضاکارانہ عمل ہے۔ اگر کسی سوال کے جواب دینے میں آپ کو دشواری ہو تو آپ جواب نہ دیں۔ آپ جو بھی معلومات ہمیں فراہم کریں گی اس سے ہمیں کراچی میں ہوم بیسڈ ورکرز کی صورتحال سمجھنے میں مدد ملے گی							
<b>Enumerator:</b> نیچے دیے گئے کوڈ آپ سروے میں جہاں ضرورت ہو وہاں استعمال کریں۔							
-99: معلوم نہیں		-88: انکار		-77 (N/A): قابل اطلاق نہیں			
Section A: Control section							
<b>Enumerator:</b> برائے مہربانی انٹرویو لینے سے قبل یہ معلومات پُر کر دیں تاکہ ورکرز کا ٹائم بچ سکیں							
A.1.	انٹرویو کی تاریخ	Day دن	___	Month مہینہ	___	Year سال	2016
A.2.	انٹرویو کرنے والے کا نام						
A.3.	علاقے کی مکمل تفصیل	یہاں پر نمبر لکھیں اور نقشے پر بھی ]					
A.4.	علاقہ	01 = بسم اللہ کالونی 02 = 8 نمبر اسٹاپ 03 = بسم اللہ ہوٹل 04 = ٹیمبر مارکیٹ 05 = کلٹوم ہوٹل 06 = رحمانیہ مسجد 07 = عباسی = 08 مارکیٹ کا علاقہ نگر 09 = ڈبل اسٹوری 10 = 11G 11 = سیکٹر 13 اورنگی ٹاون 12 = سیکٹر 14 اورنگی ٹاون 13 = سیکٹر 16 اورنگی ٹاون 14 = ضلعی محلہ 55 = Other (please specify sector)			___		

Section B: Worker's Profile			
ورکرز کے بارے میں معلومات			
b1	انٹرویو دینے والے کا نام		
b2	انٹرویو دینے والے کی جنس کیا ہے	01 = عورت 00 = مرد	_ _
b3	آپ کی عمر کیا ہے	 _____ 	b4 اس کا فون نمبر   _ _ _ _
b5	کیا آپ شادی شدہ ہو	01 = شادی شدہ 02 = طلاق یافتہ 03 = بیوہ/رنڈوا 00 = غیر شادی شدہ	_ _
b6	آپ کے گھر میں آپ کو ملا کر کل کتنے افراد رہتے ہیں	لوگوں کی تعداد	_ _ _ _
b7	کتنے افراد باہر کام کرتے ہیں	افراد کی تعداد	_ _ _ _
b8	گھر کے سربراہ سے آپ کا کیا رشتہ ہے	01 = خود 02 = شوہر/بیوی 03 = بیٹی/بیٹا 04 = والدین 05 = کوئی اور رشتہ 06 = گھریلو ملازم 07 = دوست 08 = کوئی رشتہ نہیں	_ _
b9	آپ کے کل کتھے بچے ہیں	بچوں کی تعداد لکھیں	_ _ _ _
b10	ان میں سے کتنے بچے 18 سال سے کم عمر کے ہیں	بچوں کی تعداد لکھیں	_ _ _ _
b11	کیا آپ اردو پڑھ اور لکھ سکتے ہیں	01 = ہاں 00 = نہیں	_ _
b12	کیا آپ انگریزی پڑھ، لکھ، بول اور سمجھ سکتے ہیں	01 = پڑھ اور لکھنا 02 = صرف سمجھ میں آتی ہے 00 = بلکل نہیں آتی	_ _
b13	آپ نے کل کتنی جماعتیں پڑھی ہیں؟	00 = کوئی تعلیم نہیں 22 = مذہبی تعلیم 33 = تعلیم بالغان 01 = پہلی جماعت 02 = دوسری جماعت 03 = تیسری جماعت 04 = چوتھی جماعت 05 = پانچویں جماعت 06 = چھٹی جماعت 07 = ساتویں جماعت 08 = آٹھویں جماعت 09 = نویں جماعت 10 = میٹرک 11 = FC or FA 13 = گریجویشن 15 = ماسٹرز	_ _
b14	آپ کے گھر میں سب سے زیادہ تعلیم کتنی ہے،	00 = کوئی تعلیم نہیں 22 = مذہبی تعلیم 33 = تعلیم بالغان 01 = پہلی جماعت 02 = دوسری جماعت 03 = تیسری جماعت 04 = چوتھی جماعت 05 = پانچویں جماعت 06 = چھٹی جماعت 07 = ساتویں جماعت 08 = آٹھویں جماعت 09 = نویں جماعت 10 = میٹرک 11 = FC or FA 13 = گریجویشن 15 = ماسٹرز	_ _
b15	کیا یہ گھر کرایہ کا ہے	01 = ہاں 02 = اپنا گھر ہے 00 = نہیں	_ _

b16	کیا آپ کے خاندان کی کوئی اور زمین یا جائیداد ہے	01 = ہاں 00 = نہیں	_ _
b17	کیا آپ کے گھر میں کسی کو بھی یہ سہولیات ملتی ہیں	بیت الامال	01 = Yes 00 = No   _ _
		بے نظیر انکم سپورٹ پروگرام	01 = Yes 00 = No   _ _
		راشن	01 = Yes 00 = No   _ _
		کوئی اور چیز	01 = Yes 00 = No   _ _
b18	آپ کے گھر کی اندازاً کل آمدنی کتنی ہے	A. گھر مزدوری سے ٹیکیدار کے کام سے - مڈل مین یا عورت سے - فیکٹری سے - B. گھر سے باہر کے کام سے C. بے نظیر انکم سپورٹ سے D. کسی اور حکومتی ادارے یا سماجی تحفظ کی سہولیات E. دیگر۔ یا جو اپنا کام کرتے ہیں ان کی آمدنی (including income as own account worker) ٹوٹل/کل آمدنی	_ _ _     _ _ _

Section C: موجودہ کام				
C.1.	آپ کس طرح کا ہوم بیسڈ کام کرتی ہیں (اگر ایک سے زیادہ کام) (کرتی ہیں تو وہ بھی لکھیں)	01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی کا کام 05 = کترن کا کام 06 = کڑھائی 07 = استری 08 = لیننگ	09 = بورے سینا 10 = زیپ کا کام 11 = فیوزینگ 12 = بککل یا بنج 13 = لیس کی کٹینگ ہاتھ سے 14 = لیس کی کٹنگ میشن سے 15 = برقعے کی سلائی 55 = برائے مہربانی = دیگر کام لکھیں	_ _ _     _ _ _
C.2.	آپ کے کام میں کون آپ کی مدد کرتا ہے	00 = کوئی بھی نہیں اگر جواب نہیں میں پرچے ہے تو سوال نمبر C.8 میں 01 = بیوی یا شوہر 02 = گھر میں موجود کوئی بھی خاتون 03 = گھر پر موجود کوئی بھی مرد	_ _ _	
C.2 A	اس کام میں کتنے لوگ آپ کی مدد کرتے ہیں؟		_ _ _	
C.3.	یہ کس طرح کا کام کرتے ہیں؟	01 = کروپنگ 02 = سلائی	06 = کڑھائی 07 = استری   _ _ _     _ _ _	

		<p>03 = پیکنگ 04 = ستارے موتی کا کام 05 = کٹرن کا کام</p>	<p>09 = لیبلنگ 09 = بورے سینا 10 = زیپ کا کام 11 = فیوزینگ 12 = بککل یا بنچ 13 = لیس کی کٹینگ ہاتھ سے 14 = لیس کی کٹینگ میشن سے برائے (دیگر = 55 مہربانی کام لکھین</p>	<p>  _ _ _     _ _ _  </p>
C.4.	کوئی 18 سال سے کم عمر کا کام کرتا ہے آپ کے ساتھ	<p>00 = کوئی نہیں 01 = ہاں 00 = نہیں</p>		_ _ _
C.5.	18 سال سے کم عمر کتنی بچیاں ہیں	<p>00 = کوئی نہیں 01 = ایک لڑکی 02 = دو لڑکی</p>	<p>03 = تین لڑکیاں 04 = چار لڑکیاں 05 = پانچ کیا اس سے زیادہ لڑکیاں</p>	_ _ _
C.6.	18 سال سے کم کتنے لڑکے ہیں	<p>00 = کوئی نہیں 01 = ایک لڑکا 02 = دو لڑکے</p>	<p>03 = تین لڑکے 04 = چار لڑکے 05 = پانچ کیا اس سے زیادہ لڑکے</p>	_ _ _
C.7.	18 سال سے کم عمر کے بچے جو آپ کے کام میں مدد کرتے ہیں وہ اسکول جاتے ہیں	<p>01 = ہاں 00 = نہیں</p>		_ _ _
C.8.	کیا آپ نے اس کام کی تربیت حاصل کی ہے	<p>01 = ہاں 00 = نہیں</p>		_ _ _
C.9.	کس طرح کی تربیت حاصل کی ہے؟	<p>01 = سلائی کی 02 = سلائی کا ڈپلومہ 03 = کڑھا ٹی کا ڈپلومہ 04 = ڈیزائین مین ڈپلومہ 05 = پینٹنگ کا ڈپلومہ 55 = (تربیت کا نام لکھین) دیگر</p>		_ _ _
C.10.	آپ کتنے عرصے سے گھر مزدور ہیں	<p>01 = ایک سال سے کم عرصہ 02 = 1 سے 5 سال 03 = 6 سے 10 سال 05 = 11 سے 15 سال 06 = 15 سال سے زیادہ</p>		_ _ _
C.11.	کیا آپ گھر کے علاوہ باہر بھی کام کرتی ہیں؟	<p>01 = ہاں 00 = جواب نہیں ہے تو جہاں ہیں ساول نمبر 13 پر جائیں</p>		_ _ _
C.12.	گھر سے باہر کہاں کام کرتی ہیں؟	<p>01 = کسی گارمنٹ فیکٹری میں 55 = دیگر</p>		_ _ _
C.13.	کیا آپ ان میں سے کسی گروپ کی ممبر ہیں؟	<p>01 = کوآپریٹو 02 = یونین 03 = پڑوسوں کا گروپ 55 = دیگر گروپ 00 = کسی کا بھی نہیں</p>		_ _ _

Section D: کام کے ذرائع			
D.1.	موجودہ کام آپ کو کہاں سے ملتا ہے جتنے زیادہ ہوں	<p>01 = براہ راست فیکٹری سے 02 = مڈل مین یا عورت سے 03 = ٹھیکیدار 04 = چھوٹے کارخانے/گودام</p>	<p>  _ _ _     _ _ _     _ _ _  </p>

		05 = دکانیں 55 = (نام لکھیں) دیگر	_ _     _ _
D.2.	ابھی آپ کتنے ٹھیکیداروں کا کام کرتے ہیں؟	00 = None 01 = صرف 1 کا 02 = 2 03 = 3 04 = 4 05 = 5 یا اس سے زیادہ کا	تعداد   _ _   Name نام   _ _ _ _
D.3.	ابھی آپ کتنے مڈل مین یا عورت کا کام کرتے ہیں؟		_ _     _ _ _ _
D.4.	کتنے کارخانے/گودام کا کام کرتے ہیں		_ _     _ _ _ _
D.5.	کتنی فیکٹریوں کا کام		_ _     _ _ _ _
D.6.	Shops		_ _     _ _ _ _
ٹھیکیدار			
D.7.	آپ کے ٹھیکیدار کا نام کیا ہے	_ _ _ _	Telephone number اس کا فون نمبر کیا ہے   _ _ _ _
D.8.	کیا آپ کا ٹھیکیدار اسی علاقے سے ہے؟	01 = ہاں 00 = نہیں	_ _
D.9.	اس ٹھیکیدار کے ساتھ کتنے عرصے سے کام کر رہے ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ	_ _
D.10.	آپ نے کس طرح اس ٹھیکیدار کے لیے کام شروع کیا؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد میں کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کسی ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = (کس کے ذریعے) دیگر	_ _
D.11.	آپ کے دوسرے ٹھیکیدار کا کیا نام ہے		Telephone number   _ _ _ _

		اگر یہ قابل اطلاق نہیں تو 77) (لکھیں اور 13 ڈی پر جائیں		
D.12.	کیا آپ کا ٹھیکیدار آپ کے علاقے سے ہے؟	01 = ہاں 00 = نہیں		_ _
D.13.	کتنے عرصے سے اس ٹھیکیدار کے لیے کام کر رہی ہیں؟	01 = 1 سال سے کم 02 = 1 سے 5 سال 03 = 6 سے 10 سال 05 = 11 سے 15 سال 06 = 15 سال سے زیادہ		_ _
D.14.	اس ٹھیکیدار کے ساتھ کس طرح کام شروع کیا؟	01 = پڑوسی نے بتایا 02 = کسی رشتہ دار نے 03 = مسجد میں کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کسی ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 05 = (کس کے ذریعے) دیگر		_ _
مڈل مین یا عورت				
D.15.	آپ کے مڈل مین /عورت کا نام کیا ہے		فون نمبر	_ _ _ _
		77 لکھیں اگر یہ قابل اطلاق (نہیں اور 21 پر جائیں)		
D.16.	کیا آپ کا مڈل مین/ عورت اسی علاقے سے ہے؟	01 = ہاں 00 = نہیں		_ _
D.17.	اس مڈل مین /عورت سے کتنے عرصے سے کام کر رہی ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.18.	اس مڈل مین /عورت کے ساتھ کس طرح کام شروع کیا؟	01 = پڑوسی نے بتایا 02 = کسی رشتہ دار نے 03 = مسجد میں کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کسی ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 05 = (کس کے ذریعے) دیگر		_ _
D.19.	آپ کے مڈل مین /عورت کا نام کیا ہے		فون نمبر	_ _ _ _
		77 لکھیں اگر یہ قابل اطلاق (نہیں)		
D.20.	کیا یہ آپ کے علاقے سے ہے؟	01 = ہاں 00 = نہیں		_ _
D.21.	ان کے ساتھ کتنے عرصے سے کام کر رہی ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.22.	ان سے آپ کو کس نے متعارف کروایا؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد میں کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کسی ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = (کس کے ذریعے) دیگر		_ _
فیکٹری یا گودام				

D.23.	فیکٹری یا گودام یا مالک کا کیا نام ہے؟	77 لکھیں اگر یہ قابل اطلاق (نہیں اور ای 1 پر جائیں)	Telephone number / Contact person	
D.24.	کیا یہ آپ کے علاقے میں ہے؟	01 = ہاں 00 = نہیں		_ _
D.25.	کتنے عرصے سے اس فیکٹری یا گودام کے لیے کام کر رہے ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.26.	کس طرح اس فیکٹری یا گودام کے ساتھ کام شروع کیا؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد می کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کیس ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = کس کے ذریعے (دیگر)		_ _
D.27.	دوسری فیکٹری یا گودام کا کیا نام ہے؟	نہیں 77 لکھیں اگر قابل اطلاق	فون نمبر / ٹھیکیدار کا نام	
D.28.	کیا یہ آپ کے علاقے میں ہے؟	01 = ہاں 00 = نہیں		_ _
D.29.	کتنے عرصے سے اس فیکٹری یا گودام کے لیے کام کر رہے ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.30.	کس طرح اس کے بارے میں معلومات ہوئی؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد می کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کیس ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = کس کے ذریعے (دیگر)		_ _
دکانیں				
D.31.	فیکٹری یا گودام کا کیا نام ہے؟	77 لکھیں اگر یہ قابل اطلاق (نہیں اور ای 1 پر جائیں)	Telephone number / Contact person	
D.32.	کیا یہ آپ کے علاقے میں ہے؟	01 = ہاں 00 = نہیں		_ _
D.33.	کتنے عرصے سے اس فیکٹری یا گودام کے لیے کام کر رہے ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.34.	کس طرح اس فیکٹری یا گودام کے ساتھ کام شروع کیا؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد می کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کیس ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = کس کے ذریعے (دیگر)		_ _

D.35.	دوسری فیکٹری یا گودام کا کیا نام ہے؟	77 لکھیں اگر قابل اطلاق نہیں)	Telephone number / Contact person	
D.36.	کیا یہ آپ کے علاقے میں ہے؟	01 = ہاں 00 = نہیں		_ _
D.37.	کتنے عرصے سے اس فیکٹری یا گودام کے لیے کام کر رہیں ہیں؟	01 = 1 سال سے کم عرصہ 02 = 1 یا 5 سال سے 03 = 6 یا 10 سال سے 05 = 11 سے 15 سال 06 = 16 سال سے زیادہ		_ _
D.38.	کس طرح اس کے بارے میں معلومات ہوئی؟	01 = پڑوسی سے بتایا 02 = کسی رشتہ دار نے 03 = مسجد میں کسی نے بتایا 04 = کوآپریٹو کے ذریعے 05 = کیس ٹھیکیدار کے ذریعے 06 = کسی مڈل مین سے 07 = کسی فیکٹری سے 55 = کس کے ذریعے) دیگر		_ _

Section E: اجرت اور کٹوتی

ٹھیکیدار کے لیے کام

Section E: اجرت اور کٹوتی					
ٹھیکیدار کے لیے کام					
E.1.	<p>کام کی قسمیں جو ٹھیکیدار سے ملتی ہیں [جتنا کام ہے جو لکھیں]</p> <p>01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کٹرن کا کام 06 = کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیوزنگ 12 = بلکل یا بنچ 13 = لیس کی کٹائی ہاتھ سے 14 = لیس کی کٹائی مشین سے 15 = برقعہ کی سلائی 55 = دیگر کام لکھیں</p>	<p>  ___  </p>	<p>اجرت کا حساب کیسے ہے؟</p> <p>01 = Per piece 02 = Per meter 03 = Per dozen 04 = Per 100 05 = Per 1000 06 = KG 55 = Other</p>	<p>  ___  </p>	<p>ریٹ [روپے میں لکھیں]</p> <p>  _____  </p>
E.2.	<p>کس طرح کے کام ہین کٹوتی ہوتی ہے؟</p> <p>01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کٹرن کا کام 06 = کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیوزنگ 12 = بلکل یا بنچ 13 = لیس کی کٹائی ہاتھ سے 14 = لیس کی کٹائی مشین سے 15 = برقعہ کی سلائی 00 = کوئی کٹوتی نہیں ہوتی 55 = دیگر کام لکھیں</p>	<p>  ___  </p>	<p>کس حساب سے</p> <p>01 = Per piece 02 = Per meter 03 = Per dozen 04 = Per 100 05 = Per 1000 06 = KG 55 = Other (specify)</p>	<p>  ___  </p>	<p>کٹوتی کا ریٹ [پیسوں میں لکھیں]</p> <p>  _____  </p>
E.3.	<p>a. کنے دن بعد پیسے ملتے ہیں؟</p> <p>01 = ہر ہفتے 02 = ہر 15 دن بعد 03 = ہر مہینے</p>	<p>  ___  </p>	<p>b. [روپے لکھیں] اندازاً کتنے پیسے ملتے ہیں</p> <p>  _____  </p> <p>c. اندازاً کتنے پیسے کٹتے ہیں</p> <p>d. پیسوں میں لکھیں</p> <p>  _____  </p>	<p>  _____  </p> <p>  _____  </p>	<p>  _____  </p> <p>  _____  </p>





کارکن سے ایگودام کا کام

کارکن سے ایگودام کا کام				
E.7.	<p>کس طرح کا کام فیکٹری یا گودام سے ملتا ہے؟ جتنا کام ہے وہ لکھیں [</p> <p>01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کترن کا کام 06 کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیوزنگ 12 = بالکل یا بنج 13 = لیس کی کٹائی 14 = ہاتھ سے لیس کی کٹائی میشن سے 15 = برقعہ کی سلائی</p> <p>55 = دیگر کام ( لکھیں )</p>	<p>  ___  </p>	<p>کس حساب سے</p> <p>01 = Per piece 02 = Per meter 03 = Per dozen 04 = Per 100 05 = Per 1000 06 = Per KG 55 = Other (specify)</p>	<p>رہٹ لکھیں [Write in rupees]</p> <p>  _____  </p>
E.8.	<p>کس قسم کے کام میں کٹوتی ہوتی ہے؟</p> <p>01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کترن کا کام 06 = کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیوزنگ 12 = بالکل یا بنج 13 = لیس کی کٹائی 14 = ہاتھ سے لیس کی کٹائی میشن سے 15 = برقعہ کی سلائی</p> <p>00 = کوئی کٹوتی نہیں ہوتی 55 = دیگر کام ( لکھیں )</p>	<p>  ___  </p>	<p>کٹوتی کس طرح کی جاتی ہے</p> <p>01 = Per piece 02 = Per meter 03 = Per dozen 04 = Per 100 05 = Per 1000 06 = Per KG 55 = Other (specify)</p>	<p>کٹوتی کے ریٹ [Write in rupees]</p> <p>  _____  </p>
E.9.	<p>a. کن سے دن بج پیسے لہتے ہیں</p> <p>01 = ہر ہفتے</p>		<p>b. [روپے لکھیں]؟ اندازاً کتنے پیسے ملتے ہیں</p> <p>  _____  </p>	

	02 = 15 دن بعد 03 = ۛر مہینے	_ _	d. روپے لکھیں] اندازاً کتینے پیسے کٹتے ہیں   _ _ _ _
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E.15.	c. کتنے دن بعد بچس ملتے ہیں  01 = ہر ہفتے 02 = ہر 15 دن بعد 03 = ہر مہینے	_ _	d. روپے لکھیں] اندازاً کتنے پیسے ملتے ہیں    _ _ _ _
			f. روپے لکھیں] اندازاً کتنے پیسے کٹتے ہیں    _ _ _ _
چرالٹن خواجہ کنٹظامات			
E.16.	بچس کتے دن بعد 01 = ہر ہفتے 02 = ہر 15 دن بعد 03 = ہر مہینے 55 = (وہ طریقہ لکھیں) دیگر		ٹھیکیدار   _ _ _
			مڈل مین   _ _ _
			کارخانے/گودام   _ _ _
			فیکٹری   _ _ _
			دکان   _ _ _
E.17.	کام شروع کرنے سے پہلے کیا آپ کو ریٹ کے بارے میں معلومات ہوتی ہے؟ 01 = ہمیشہ 02 = کبھی کبھی 00 = نہیں		ٹیکیدار   _ _ _
			مڈل مین   _ _ _
			کارخانے/گودام   _ _ _
			فیکٹری   _ _ _
			دکان   _ _ _
E.18.	کیا آپ کو کوئی فوری نوعیت کا کام ملتا ہے؟ 01 = ہاں 00 = نہیں		ٹیکیدار   _ _ _
			مڈل مین   _ _ _
			کارخانے/گودام   _ _ _
			فیکٹری   _ _ _
			دکان   _ _ _
E.19.	کیا آپ کو فوری نوعیت کے کام کا اضافی معاوضہ ملتا ہے؟ 01 = ہاں 00 = نہیں		ٹھیکیدار   _ _ _
			مڈل مین   _ _ _
			کارخانے/گودام   _ _ _
			فیکٹری   _ _ _
			دکان   _ _ _

E.20.	کیا آپ کو پیشگی ادائیگی ملتی ہے؟	01 = ہاں 00 = نہیں	_ _
E.21.	کیا آپ کو اجرت دیر سے ملتی ہے؟ 01 = ہاں 00 = نہیں	_ _	کس طرح ہوتا ہے؟ 01 = کبھی کبھار 02 = کبھی کبھی 03 = اکثر 04 = تقریباً ہمیشہ
E.22.	عدم ادائیگی 01 = ہاں 00 = نہیں	_ _	کس طرح ہوتا ہے؟ 01 = کبھی کبھار 02 = کبھی کبھی 03 = اکثر 04 = تقریباً ہمیشہ
E.23.	کیا آپ نے کبھی کسی کام سے انکار کیا ہے؟	01 = ہاں 00 = نہیں	_ _
E.24.	کیا آپ نے کبھی ریٹ بڑھانے کے حوالے مزکرات کیئے ہیں؟ کوئی کوشش کی یا - ٹھیکیدار - مڈل مین/ عورت - گودام، کارخانے، فیکٹری دکان	01 = Yes 00 = No > 19 اگر نہیں تو آئی پر جائیں	_ _     _ _     _ _
E.25.	کیا آپ مزاکرات میں کامیاب ہوئے؟ - ٹھیکیدار - مڈل مین - گودام، کارخانے، فیکٹری دکان	01 = Yes 00 = No, پیسے بڑھے نہیں، /مزاکرات فیل ہو گئے	_ _
E.26.	کس طرح سے آپ نے مزاکرات کیے؟	01 = خود سے 02 = گروپ میں 03 = کوآپریٹو سے 04 = یونین کے ذریعے 55 = دیگر	_ _
E.27.	کیا بات کرنے کے نتیجے میں کبھی آپ کو ان میں سے کسی صورتحال کا سامنا کرنا پڑا ہے؟	01 = کام ختم ہو جاتا ہے 02 = کام نہ دینے کی دھمکی 03 = ریٹ میں کمی 04 = ذاتی ہراساں 55 = دیگر	_ _
E.28.	کیا اس کام میں کبھی ریٹ کم بھی ہوئے ہیں؟	01 = ہاں 00 = نہیں	_ _

سوال E.22 پر جائیں

E.29.	<p>کس طرح کے کام کے ریٹ میں کمی آئی</p> <p>01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کترن کا کام 06 = کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیونگ 12 = بلکل یا بنچ 13 = لیس کی کٹائی ہاتھ سے 14 = لیس کی کٹائی میشن سے 15 = برقعہ کی سلائی</p> <p>55 = (کام لکھیں) دیگر</p>	<p>_____  </p>	<p>روپے [ کتنی کمی ہوئی؟ میں لکھیں ]</p> <p>مثال کے طور پر 55 سے 10 روپے</p>
E.30.	<p>ریٹ کے علاوہ کسی اور چیز پر آپ کی ٹھیکداری، مڈل میں فیکٹری سے جھگڑا ہوا؟ [As many as applicable]</p>	<p>00 = کوئی نہیں 01 = پے مینٹ کا دیر سے یا عدم ادائیگی ملنا 02 = کٹوتی پر 03 = روپے کی سچ سے 04 = مسلسل کام کا نہ ملنے پر 55 = دیگر</p>	<p>_____  </p> <p>_____  </p> <p>_____  </p> <p>_____  </p>

Section F: اخراجات اور پیداوار			
F.1	<p>کس طرح کا مٹیریل آپ کو دیا جا تا ہے؟ [جتنے ہو سکے لکھیں]</p>	<p>01 = کپڑا 02 = Clippers 03 = قینچی 04 = کڑھائی کے دھاگے 05 = ستارے موتی 06 = لیبلز 07 = ماسک 55 = دیگر</p>	<p>_____  </p> <p>_____  </p>
F.2	<p>اس کام میں آپ کو اپنے پاس سے کیا لگانا پڑتا ہے؟</p>	<p>01 = دھاگے 02 = Clippers 03 = قینچی 04 = سوئی یاں 05 = بجلی سے چلنے والی میشن 06 = ہاتھ سے چلنے والی میشن 07 = جوکی میشن 08 = ماسک 09 = بجلی والا کٹر 55 = دیگر</p>	<p>_____  </p> <p>_____  </p> <p>_____  </p>
F.3	<p>پیسوں میں لکھیں۔ [اندازاً آپ اس کام میں اپنے پاس سے کتنے پیسے خرچ کرتے ہیں؟]</p>		<p>_____  </p>
F.4	<p>ان میں سے کونسی چیز آپ اپنے کام کے دوران استعمال کرتے ہیں؟</p>	<p>01 = بجلی 02 = گیس 03 = پیٹروئل جنریٹر کے لیے 55 = دیگر</p>	<p>_____  </p>

F.5	کیا آپ کا ٹھیکیدار . مڈل مین یا فیکٹری کام آپ کے گھر دے کر جاتا ہے؟	01 = ہاں 00 = نہیں	
F.6	کیا کام لینے یا پہنچانے جاتے ہیں؟	01=ہاں گاڑی کے ساتھ سوال اگر نہیں تو سوال F.9 پر جائیں 02 = خرچہ نہیں ہوتا، پیدل جاتے ہیں 00= نہیں	
F.7	آنے جانے میں کتنے پیسے خرچ ہوتے ہیں؟		
F.8	اندازاً ایک ٹرپ میں کتنا خرچ ہوتا ہے؟		
F.9	کتنا وقت آپ اس کام میں صرف کرتے ہیں؟	کس حساب سے	کن گنتے
	01 = کروپنگ 02 = سلائی 03 = پیکنگ 04 = ستارے موتی 05 = کترن کا کام 06 = کڑھائی 07 = استری 08 = لیبلنگ 09 = بورے کی سلائی 10 = زیپ لگانا 11 = فیوزنگ 12 = بلکل یا بنج 13 = لیس کی کٹائی ہاتھ سے 14 = لیس کی کٹائی میشن سے 15 = برقعہ کی سلائی 55 = دیگر کام لکھیں	 01 = Per piece 02 = Per meter 03 = Per dozen 04 = Per 100 05 = Per 1000 06 = Per KG 55 = Other	       
F.10	اندازاً دن میں کتنے گھنٹے کام کرتے ہیں؟		
F.11	آپ کے ساتھ مدد کرنے والے اس کام میں آپ کے ساتھ کتنا وقت صرف کرتے ہیں؟		
F.12	اگر آپ کے ساتھ 18 سال سے کم عمر کے بچے کام کرتے ہیں تو وہ دن میں کتنے گھنٹے کام کرتے ہیں؟		
F.13	ہفتے میں کتنے دن کام کرتے ہیں؟	01 = ساتویں دن 02 = 6 دن 03 = 5 دن 04 = 4 دن 05 = تین یا اس سے کم دن	
F.14	تقریباً کتنے مہینے آپ کے پاس کوئی کام نہیں ہوتا؟	01 = 1 مہینے 02 = 2 مہینے 03 = 3 مہینے 04 = 3 مہینے سے زیادہ 55 = دیگر (Please specify)	

Section G: آگاہی			
G.1.	کم سے کم اجرت کراچی میں کتنی ہے؟	99 = نہیں معلوم 01 = 13000 02 = 14000 03 = 12000 00 = کوئی اور پیسے	_ _
G.2.	کیا آپ کو معلوم ہے کہ آپ کا کام کس فیکٹری میں جاتا ہے یا آپ کس برانڈ کے لیے کام کرتے ہیں؟ 01 = ہاں ، میں فیکٹری کے بارے میں جانتی ہوں 02 = ہاں میں برانڈ کے بارے میں جانتی ہوں 03 = دونوں فیکٹری اور برانڈ 00 = نہیں	_ _	اگر ہاں تو نام لکھیں
G.3.	کس طرح آپ اس فیکٹری یا برانڈ کا نام جانتے ہیں؟ 01 = لیبل سے 02 = ٹھیکیدار سے یا مڈل مین سے 03 = مجھے معلوم ہے کہ یہ فیکٹری کو دیا جاتا ہے 55 = (نام لکھیں) دیگر		_ _

## English Version

<b>Baseline Survey of Home-based Workers in Garment and Textile Industry</b>							
<b>Enumerator Introduction:</b> I am going to ask you some questions about yourself. Participation in the survey is voluntary. If any question makes you uncomfortable, you do not have to answer it. However, the information you provide will help us to understand the situation with home-based workers in Karachi.							
<b>Enumerator: Please note the following codes for use throughout the survey, unless stated otherwise:</b>							
<b>Not Applicable (N/A): -77</b>		<b>Refusal: -88</b>		<b>Don't Know: -99</b>			
<b>Section A: Control section</b>							
Enumerator: please complete the information required in this section before approaching the worker to save the respondent's time							
A.5.	Interview date:	Da y	___	Month	___	Year	2016
A.6.	Enumerator name:						
A.7.	Detailed description of location or address:						
A.8.	Area	01 = Bismillah Colony 02 = Number 8 Stop 03 = Bismillah Hotel 04 = Timber Market 05 = Kulsoom Hotel 06 = Rehmania Masjid 07 = Market Area 08 = Abbassi Nagar 09 = Double Store 10 = 11G 11 = Sector 13, Orangi Town 12 = Sector 14, Orangi Town 13 = Sector 16, Orangi Town 14 = Siddiqi Mahollah 55 = Other (please specify)			___		

Section B: Worker's Profile				
b19	Name			
b20	Respondent gender	01=Female 00 =Male		____
b21	How old are you?	____	b22	Respondent telephone:
b23	Are you married?	01 = Married 02 = Divorced 03 = Widowed 00 = Unmarried		____
b24	How many people are living in your household? (including you)	<i>Number of people</i>		_____
b25	How many people are engaged in work for pay outside of the home?	<i>Number of people</i>		_____
b26	What is your relationship to the head of household?	01 = Self 02 = Spouse 03 = Son/daughter 04 = Parent	05 = Other relative 06 = Domestic employee 07 = Friends 08 = Unrelated	____
b27	How many children do you have?	<i>Write number of children</i>		_____
b28	How many children under the age of 18?	<i>Write number of children</i>		_____
b29	Can you read and write Urdu?	01 = Yes 00 = No		____
b30	Can you read, write, speak and understand English?	01 = read and write 02= understand only 00 = no English at all		____
b31	What class did you go up to?	00 = No education 22 = Religious education 33 = Adult literacy classes 01 = Year 1 Primary 02 = Year 2 Primary 03 = Year 3 Primary 04 = Year 4 Primary 05 = Year 5 Primary	06 = Year 6 Middle School 07 = Year 7 Middle School 08 = Year 8 Middle School 09 = Year 9 Matric 10 = Year 10 Matric 11 = FC or FA 13 = Bachelors 15 = Masters	____
b32	What's the highest education achieved in your household?	00 = No education 22 = Religious education 33 = Adult literacy classes 01 = Year 1 Primary 02 = Year 2 Primary 03 = Year 3 Primary 04 = Year 4 Primary 05 = Year 5 Primary	06 = Year 6 Middle School 07 = Year 7 Middle School 08 = Year 8 Middle School 09 = Year 9 Matric 10 = Year 10 Matric 11 = FC or FA 13 = Bachelors 15 = Masters	____
b33	Does your family pay rent on the house you are living in?	01 = Yes 02 = We own the house 00 = No		____

b34	Does your family own any land or property in addition to where you live?	01 = Yes 00 = No		_ _ _
b35	Does anyone in your household receive the following benefits?	Bait ul Mal	01 = Yes 00 = No	_ _ _
		Benazir Income Support	01 = Yes 00 = No	_ _ _
		Rations	01 = Yes 00 = No	_ _ _
		Other (specify)	01 = Yes 00 = No	_ _ _
b36	What was your household average monthly income from these different sources:	F. From home based work: - From contractors   _____   - From middleman or woman   _____   - From factories   _____   G. From wage work outside of the home   _____   H. From Benazir Income Support Programme   _____   I. Other government and social security benefits   _____     _____   J. Other (including income as own account worker)   _____     _____   TOTAL		

Section C: Current Work				
C.14.	What sort of home based work do you do? [As many as applicable.]	01 = Cropping only 02 = Stitching only 03 = Packing only 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling	09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching 55 = Other (please write down work)	_ _ _     _ _ _
C.15.	Who helps you with your work?	00 = No one (if answer is no go to C 8) 01 = Spouse 02 = Female relatives in the house 03 = Male relatives in the house		_ _ _
C2A	How many helpers do you have in total? [Write number]			_ _ _ _ _
C.16.	What sort of work do your helpers do?	01 = Cropping only 02 = Stitching only 03 = Packing only 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling	09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching 55 = Other (please write down work)	_ _ _     _ _ _
C.17.	Are any of the people helping you under 18?	00 = None 01 = Yes 02 = No one		_ _ _
C.18.	How many girls under 18?	00 = None 01 = 1 girl 02 = 2 girls	03 = 3 girls 04 = 4 girls 05 = 5 or more girls	_ _ _
C.19.	How many boys under 18?	00 = None 01 = 1 boy 02 = 2 boys	03 = 3 boys 04 = 4 boys 05 = 5 or more boys	_ _ _
C.20.	Do any of the helpers under 18 years old go to school?	01 = Yes 00 = No		_ _ _
C.21.	Have you received training to do your work?	01 = Yes 00 = No		_ _ _
C.22.	What type of training did you do?	01 = Stitching classes 02 = Diploma for stitching 03 = Diploma for embroidery 04 = Diploma for designing 05 = Diploma for painting 55 = Other (please write down)		_ _ _
C.23.	How long have you worked as a home based worker?	01 = less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years		_ _ _
C.24.	Do you do any waged work outside of the home?	01 = Yes 00 = No > Skip forward to C13		_ _ _
C.25.	Where do you work outside of the home?	01 = A textile or garment factory 55 = Other		_ _ _

C.26.	Are you a member of any of these groups?	01 = Cooperative 02 = Union 03 = Neighbourhood group 55 = Other groups 00 = No groups		_ _ _
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**Section D: Sources of Work**

D.39.	Currently, who do you get your work from? ( <i>write as many as applicable</i> )	01 = Direct from factory 02 = Middleman or middlewoman 03 = Contractor 04 = Go-down / Small factory 05 = Shop 55 = Other ( <i>please write down</i> )		_ _ _
D.40.	How many contractors do you currently receive work from?	01 = 1 only 02 = 2 03 = 3 04 = 4 05 = 5 or more		_ _ _
D.41.	How many middleman or woman?			_ _ _
D.42.	How many go-down / small factories?			
D.43.	How many big factories?			
D.44.	How many shops?			_ _ _

**Contractors**

D.45.	What is the name of main your contractor?		Telephone number	_ _ _
D.46.	Is your contractor from your area?	01 = Yes 00 = No		_ _ _
D.47.	How long have you worked with this contractor?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years		_ _ _
D.48.	How did you come to work for this contractor?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)		_ _ _
D.49.	What is the name of your second contractor?	( <i>write 77 if not applicable, and go to D15</i> )	Telephone number	
D.50.	Is your contractor from your area?	01 = Yes 00 = No		_ _ _
D.51.	How long have you worked with this contractor?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years		_ _ _

D.52.	How did you come to work for this contractor?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	___
<b>Middleman / Middlewoman</b>			
D.53.	What is the name of your main middleman or middlewoman?	(write 77 if not applicable, and go to D23)	Telephone number
D.54.	Is he or she from your area?	01 = Yes 00 = No	___
D.55.	How long have you worked with middleman / middlewoman?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	___
D.56.	How did you come to work for this middleman / woman?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	___
D.57.	What is the name of your second middleman or middlewoman?	(write 77 if not applicable)	Telephone number
D.58.	Is he or she from your area?	01 = Yes 00 = No	___
D.59.	How long have you worked with middleman / middlewoman?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	___
D.60.	How did you come to work for this middleman / woman?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	___
<b>Go-down / Small factories / Big Factories</b>			
D.61.	What is the name of the main go-down / small and big factory or employer name (if you don't know the name of factory)?	(write 77 if not applicable, and go to D31)	Telephone number / Contact person
D.62.	Is it in your area?	01 = Yes 00 = No	___
D.63.	How long have you worked with this factory?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	___

D.64.	How did you come to work for this supplier as HBW?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	_ _ _
D.65.	What is the name of the second factory you get work from?	(write 77 if not applicable)	Telephone number / Contact person
D.66.	Is it in your area?	01 = Yes 00 = No	_ _ _
D.67.	How long have you worked with this factory?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	_ _ _
D.68.	How did you come to work for this factory as HBW?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	_ _ _
<b>Shops</b>			
D.69.	What is the name of the shop you get work from?  If you don't know the name of the factory, what's the name of your shop owner	(write 77 if not applicable, and go to E1)	Telephone number / Contact person
D.70.	Is it in your area?	01 = Yes 00 = No	_ _ _
D.71.	How long have you worked with this factory?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	_ _ _
D.72.	How did you come to work for this supplier as HBW?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque 04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	_ _ _
D.73.	What is the name of the second factory you get work from?	(write 77 if not applicable)	Telephone number / Contact person
D.74.	Is it in your area?	01 = Yes 00 = No	_ _ _
D.75.	How long have you worked with this factory?	01= less than 1 year 02 = 1 to 5 years 03 = 6 to 10 years 05 = 11 to 15 years 06 = more than 15 years	_ _ _
D.76.	How did you come to work for this factory as HBW?	01 = Introduced by a neighbour 02 = Introduced by a relative 03 = Introduced by someone at the mosque	

		04 = Introduced through a cooperative 05 = Introduced by another contractor 06 = Introduced by another middleman 07 = Introduced by a factory 55 = Other (specify)	_ _ _
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**Section E: Rates and Deductions**

Contractors					
E.31.	Type of work you get from contractors <i>[Put down as many as applicable]</i>  01 = Cropping 02 = Stitching 03 = Packing 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling 09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching  55 = Other <i>(please write down work)</i>	____     ____	How are your wages calculated?  01 = Per piece  02 = Per meter  03 = Per dozen  04 = Per 100  05 = Per 1000  06 = Per kilo (Kg)  55 = Other	____     ____	Rate of pay <i>[Write in rupees]</i>    ____     ____
E.32.	On what type of work do contractors make deductions?  00 = None 01 = Cropping 02 = Stitching 03 = Packing 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling 09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching  55 = Other <i>(please write down work)</i>	____     ____	Units of calculation  01 = Per piece  02 = Per meter  03 = Per dozen  04 = Per 100  05 = Per 1000  06 = Per kilo (Kg)  55 = Other (specify)	____     ____	Rate of deductions <i>[Write in rupees]</i>    ____     ____
E.33.	e. How often are you paid by your contractors?  01 = Every week	____	f. On average, how much are you paid per pay period? <i>[Write down rupees]</i>	____	

	02 = Every 15 days 03 = Every month		g. On average, how much are deductions made every pay period? [Write down rupees]    _____		
<b>Middleman/Woman</b>					
E.34.	Type of work you get from middleman / middlewoman [Put down as many as applicable]  01 = Cropping 02 = Stitching 03 = Packing 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling 09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching  55 = Other (please write down work)	____     ____	Units of calculation  01 = Per piece  02 = Per meter  03 = Per dozen  04 = Per 100  05 = Per 1000  06 = Per kilo (Kg)  55 = Other (specify)	____     ____	Rate of pay [Write in rupees]    ____     ____
E.35.	On what type of work do middlewoman / middleman make deductions?  00 = None 01 = Cropping 02 = Stitching 03 = Packing 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling 09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching  55 = Other (please write down work)	____     ____	Units of calculation  01 = Per piece  02 = Per meter  03 = Per dozen  04 = Per 100  05 = Per 1000  06 = Per kilo (Kg)  55 = Other (specify)	____     ____	Rate of deductions [Write in rupees]    ____     ____

E.36.	a. How often are you paid by your middleman /woman?  01 = Every week 02 = Every 15 days 03 = Every month	_ _ _	b. On average, how much are you paid per pay period? <i>[Write down rupees]</i>    _ _ _ _ _
			c. On average, how much are deductions made every pay period? <i>[Write down rupees]</i>    _ _ _ _ _

**Go Down - Small factories**

E.37.	Type of work you get from <b>go-down</b> or <b>small factories</b> <i>[Put down as many as applicable]</i>		Units of calculation		Rate of pay. <i>[Write in rupees]</i>
		_ _ _	01 = Per piece	_ _ _	_ _ _ _ _
	01 = Cropping	_ _ _		_ _ _	_ _ _ _ _
	02 = Stitching	_ _ _	02 = Per meter	_ _ _	_ _ _ _ _
	03 = Packing	_ _ _		_ _ _	_ _ _ _ _
	04 = Bead work	_ _ _	03 = Per dozen	_ _ _	_ _ _ _ _
	05 = Sorting work	_ _ _		_ _ _	_ _ _ _ _
	06 = Embroidery	_ _ _		_ _ _	_ _ _ _ _
	07 = Ironing	_ _ _		_ _ _	_ _ _ _ _
	08 = Labelling	_ _ _	04 = Per 100	_ _ _	_ _ _ _ _
	09 = Sack stitching	_ _ _		_ _ _	_ _ _ _ _
	10 = Zip work	_ _ _	05 = Per 1000	_ _ _	_ _ _ _ _
	11 = Fusing	_ _ _		_ _ _	_ _ _ _ _
	12 = Buckle and bunch	_ _ _	06 = Per kilo (Kg)	_ _ _	_ _ _ _ _
	13 = Lace cutting by hand	_ _ _		_ _ _	_ _ _ _ _
	14 = Lace cutting with machine	_ _ _		_ _ _	_ _ _ _ _
	15 = Veil stitching	_ _ _	55 = Other (specify)	_ _ _	_ _ _ _ _
	55 = Other <i>(please write down work)</i>				

E.38.	<p>On what type of work do go-down / small factories make deductions?</p> <p>00 = None  01 = Cropping  02 = Stitching  03 = Packing  04 = Bead work  05 = Sorting work  06 = Embroidery  07 = Ironing  08 = Labelling  09 = Sack stitching  10 = Zip work  11 = Fusing  12 = Buckle and bunch  13 = Lace cutting by hand  14 = Lace cutting with machine  15 = Veil stitching</p> <p>55 = Other (please write down work)</p>	<p>  ____  </p>	<p>How are deductions calculated?</p> <p>01 = Per piece  02 = Per meter  03 = Per dozen  05 = Per 1000  04 = Per 100  55 = Other (specify)</p>	<p>  ____  </p>	<p>Rate of deductions [Write in rupees]</p> <p>  ____  </p>
E.39.	<p>a. How often are you paid by your go down / contractors?</p> <p>01 = Every week  02 = Every 15 days  03 = Every month</p>	<p>  ____  </p>		<p>b. On average, how much are you paid per pay period? [Write down rupees]</p> <p>  ____  </p> <p>c. On average, how much are deductions made every pay period? [Write down rupees]</p> <p>  ____  </p>	

Factories					
E.40.	Type of work you get from <b>factories</b> <i>[Put down as many as applicable]</i>		Units of calculation		Rate of pay. <i>[Write in rupees]</i>
	01 = Cropping	____	01 = Per piece	____	____
	02 = Stitching	____	02 = Per meter	____	____
	03 = Packing	____	03 = Per dozen	____	____
	04 = Bead work	____	04 = Per 100	____	____
	05 = Sorting work	____	05 = Per 1000	____	____
	06 = Embroidery	____	06 = Per kilo (Kg)	____	____
	07 = Ironing	____	55 = Other (specify)	____	____
	08 = Labelling	____		____	____
	09 = Sack stitching	____		____	____
	10 = Zip work	____		____	____
	11 = Fusing	____		____	____
	12 = Buckle and bunch	____		____	____
	13 = Lace cutting by hand	____		____	____
	14 = Lace cutting with machine	____		____	____
	15 = Veil stitching	____		____	____
	55 = Other <i>(please write down work)</i>				
E.41.	On what type of work do factories make <b>deductions</b> ?		How are deductions calculated?		Rate of deductions <i>[Write in rupees]</i>
	00 = None				
	01 = Cropping	____	01 = Per piece	____	____
	02 = Stitching	____	02 = Per meter	____	____
	03 = Packing	____	03 = Per dozen	____	____
	04 = Bead work	____	04 = Per 100	____	____
	05 = Sorting work	____	05 = Per 1000	____	____
	06 = Embroidery	____	06 = Per kilo (Kg)	____	____
	07 = Ironing	____	55 = Other (specify)	____	____
	08 = Labelling	____		____	____
	09 = Sack stitching	____		____	____
	10 = Zip work	____		____	____
	11 = Fusing	____		____	____
	12 = Buckle and bunch	____		____	____
	13 = Lace cutting by hand	____		____	____
	14 = Lace cutting with machine	____		____	____
	15 = Veil stitching	____		____	____
	55 = Other <i>(please write down work)</i>				
E.42.	a. How often are you paid by your factory?		b. On average, how much are you paid per pay period? <i>[Write down rupees]</i>		
	01 = Every week	____	____		
	02 = Every 15 days				
	03 = Every month		c. On average, how much are deductions made every pay period? <i>[Write down rupees]</i>		
			____		

Shops					
E.43.	Type of work you get from shops <i>[Put down as many as applicable]</i>		Units of calculation		Rate of pay. <i>[Write in rupees]</i>
	01 = Cropping	____	01 = Per piece	____	____
	02 = Stitching	____	02 = Per meter	____	____
	03 = Packing	____	03 = Per dozen	____	____
	04 = Bead work	____	04 = Per 100	____	____
	05 = Sorting work	____	05 = Per 1000	____	____
	06 = Embroidery	____	06 = Per kilo (Kg)	____	____
	07 = Ironing	____	55 = Other (specify)	____	____
	08 = Labelling	____			
	09 = Sack stitching	____			
	10 = Zip work	____			
	11 = Fusing	____			
	12 = Buckle and bunch	____			
	13 = Lace cutting by hand	____			
	14 = Lace cutting with machine	____			
	15 = Veil stitching	____			
	55 = Other <i>(please write down work)</i>				
E.44.	On what type of work do shops make deductions?		How are deductions calculated?		Rate of deductions <i>[Write in rupees]</i>
	00 = None		01 = Per piece	____	____
	01 = Cropping	____	02 = Per meter	____	____
	02 = Stitching	____	03 = Per dozen	____	____
	03 = Packing	____	04 = Per 100	____	____
	04 = Bead work	____	05 = Per 1000	____	____
	05 = Sorting work	____	06 = Per kilo (Kg)	____	____
	06 = Embroidery	____	55 = Other (specify)	____	____
	07 = Ironing	____			
	08 = Labelling	____			
	09 = Sack stitching	____			
	10 = Zip work	____			
	11 = Fusing	____			
	12 = Buckle and bunch	____			
	13 = Lace cutting by hand	____			
	14 = Lace cutting with machine	____			
	15 = Veil stitching	____			
	55 = Other <i>(please write down work)</i>				
E.45.	a. How often are you paid by shops?		b. On average, how much are you paid per pay period? <i>[Write down rupees]</i>		
	01 = Every week	____		____	
	02 = Every 15 days		c. On average, how much are deductions made every pay period? <i>[Write down rupees]</i>		
	03 = Every month			____	

General payment terms				
E.46.	How often are you paid by the following people?  01 = Every week 02 = Every 15 days 03 = Every month 55 = Other (please specify)		Contractors	_ _ _
			Middleman/woman	_ _ _
			Go-downs / small factories	_ _ _
			Large factories	_ _ _
			Shop	_ _ _
E.47.	Before starting work, are you properly informed about rates by:  01 = Always 02 = Sometimes 00 = Never		Contractors	_ _ _
			Middleman/woman	_ _ _
			Go-downs / small factories	_ _ _
			Large factories	_ _ _
			Shop	_ _ _
E.48.	Have you received urgent work orders from:  01 = Yes 00 = No		Contractors	_ _ _
			Middleman/woman	_ _ _
			Go-downs / small factories	_ _ _
			Large factories	_ _ _
			Shop	_ _ _
E.49.	Do you get paid extra for urgent work from:  01 = Yes 00 = No		Contractors	_ _ _
			Middleman/woman	_ _ _
			Go-downs / small factories	_ _ _
			Large factories	_ _ _
			Shop	_ _ _
E.50.	Do you get payment in advance?	01 = Yes 00 = No	_ _ _	

E.51.	Are there delays in your payments? 01 = Yes 00 = No	___	How often does this happen? 01 = Rarely 02 = Sometimes 03 = Often 04 = Almost always	___
E.52.	Are there instances of non-payment? 01 = Yes 00 = No	___	How often does this happen? 01 = Rarely 02 = Sometimes 03 = Often 04 = Almost always	___
E.53.	Have you ever refused work?	01 = Yes 00 = No		___
E.54.	Have you ever tried to negotiate a rate increase from your: - Contractor	01 = Yes 00 = No		___
	- Middleman / woman			___
	- Factory			___
E.55.	Did you successfully negotiate a rate increase from your: - Contractor	01 = Yes 00 = No, پیسے بڑھے نہیں، /مزا کرات فیل ہو گئے		___
	- Middleman / woman			___
	- Factory			___
E.56.	How did you negotiate a rate increase?	01 = By yourself 02 = In group 03 = In a cooperative 04 = In a union 05 = Others		___
E.57.	Did you experience any of the following as a result of asking for a rate increase:	01 = Loss of work 02 = Threat of loss of work 03 = Decreased rates 04 = Personal harassment 05 = Others		___
E.58.	Has there been any decreases in rates for any work?	01 = Yes 00 = No		___

E.59.	What type of work has decreased in rates?  01 = Cropping 02 = Stitching 03 = Packing 04 = Bead work 05 = Sorting work 06 = Embroidery 07 = Ironing 08 = Labelling 09 = Sack stitching 10 = Zip work 11 = Fusing 12 = Buckle and bunch 13 = Lace cutting by hand 14 = Lace cutting with machine 15 = Veil stitching  55 = Other (please write down work)		Please write down decrease in rates. For example, from 55 rupees to 10 rupees    ___     _____     ___     _____     ___     _____     ___     _____     ___     _____
E.60.	Other than rates, have you had other disputes with the contractor / middleman / factory?	00 = None 01 = About delayed payments 02 = About deduction 03 = Behaviour 04 = Irregular work 55 = Other	___     ___     ___     ___

Section F: Costs of production			
F.15	What materials are you given to do your work? <i>[As many as applicable]</i>	01 = Clothes / fabric 02 = Clippers 03 = Scissors 04 = Threads of embroidery 05 = Beads 06 = Labels 07 = Face masks 55 = Others	___
F.16	What do you have to provide by yourself for your work?	01 = Threads 02 = Clippers 03 = Scissors 04 = Needles 05 = Electric sewing machine 06 = Pedal sewing machine 07 = Juki machine 08 = Face masks 09 = Electric cutter 55 = Others	___
F.17	On average, how much do you have to spend on providing materials for each work order? <i>[Please write in rupees]</i>	_____	
F.18	What do you use to do your home based work?	01 = Electricity 02 = Gas 03 = Petrol for generator 55 = Others	___
F.19	Does your contractor / middleman / factory deliver work to your home?	01 = Yes 00 = No	___

F.20	Do you have to travel to collect and deliver the work order?	01= Yes, by vehicle (if not then go to F 9) 02 = Yes, by foot only. 00= No	_ _ _
F.21	How many return trips do you have make per month?		_ _ _ _ _
F.22	How much is your travel costs per trip (return)?		_ _ _ _ _
F.23	How many hours do you spend on the following types of work:	Units of calculation	How many hours?
	01 = Cropping	01 = Per piece	_ _ _ _ _
	02 = Stitching	02 = Per meter	_ _ _ _ _
	03 = Packing	03 = Per dozen	_ _ _ _ _
	04 = Bead work	04 = Per 100	_ _ _ _ _
	05 = Sorting work	05 = Per 10000	_ _ _ _ _
	06 = Embroidery	06 = Per kilo (Kg)	_ _ _ _ _
	07 = Ironing	55 = Other	_ _ _ _ _
	08 = Labelling		_ _ _ _ _
	09 = Sack stitching		_ _ _ _ _
	10 = Zip work		_ _ _ _ _
	11 = Fusing		_ _ _ _ _
	12 = Buckle and bunch		_ _ _ _ _
	13 = Lace cutting by hand		_ _ _ _ _
	14 = Lace cutting with machine		_ _ _ _ _
	15 = Veil stitching		_ _ _ _ _
	55 = Other (please write down work)		_ _ _ _ _
F.24	On average, how many hours do you spend on home based work per day?		_ _ _ _ _
F.25	How many hours do your helpers spend on home based work per day in total?		_ _ _ _ _
F.26	If you have children under the age of 18 helping you, how many hours do they spend on home based work per day?		_ _ _ _ _
F.27	How many days per week do you do this work?	01 = All 7 days 02 = 6 days 03 = 5 days 04 = 4 days 05 = 3 or fewer days	_ _ _ _
F.28	Approximately, how many months per year do you have no home based work?	01 = 1 month 02 = 2 months 03 = 3 months 04 = More than 3 months 55 = Other (please specify)	_ _ _ _

Section G: Awareness			
G.4.	What is the minimum wage in Karachi?	99 = Don't know 01 = 13,000 PKR per month 02 = 14,000 PKR per month 03 = 12,000 PKR per month 00 = Any other amounts	___ ___
G.5.	Do you know the name of the factory your work goes to, or the brand you are working for?  01 = Yes, I know the factory 02 = Yes, I know the brand 03 = Both factory and brand 00 = No >End here	___ ___	<i>If yes, please write down the names.</i>
G.6.	How do you know the name of the factory your work goes to, or the brand you are working for?  01 = From the label 02 = From the contractor / middleman 03 = I know it is delivered to the factory 55 = Other (specify)		___ ___

# Pakistan's hidden workers

## Wages and conditions of home-based workers and the informal economy

This report sets out the findings of research carried out between May and December 2016 in two locations in Karachi looking at Pakistan's informal economy and the supply chains existing within the textile and garment sector.

The research identified a complex web of relationships within the informal economy and links to the formal economy. This report highlights the links between the work undertaken by home-based workers and the various layers of the informal and formal economies in national and, in some cases, international supply chains. It also aims to show the wage levels of women working within the informal economy in Karachi, particularly in relation to the most vulnerable section of the informal economy, home-based workers.

The report outlines a series of recommendations to the Government of Sindh to address the decent work deficiencies in the informal economy. Notification of minimum wage rates for home-based workers in the textile and garment sector for commonly performed work, such as cropping and stitching, could have a significant impact in improving their working conditions. Government action is also required as home-based workers face considerable challenges in negotiating for higher wages.

This publication has been published within the framework of the programme Labour Standards in Global Supply Chains in Asia financed by the Government of the Federal Republic of Germany. The programme was initiated as part of a renewed partnership between the Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung (BMZ), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the International Labour Organization (ILO). The responsibility for opinions expressed in this publication rests solely with its author(s), and its publication does not constitute an endorsement by the ILO or the Government of the Federal Republic of Germany of the opinions expressed in it.

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ISBN: 978-92-2-130959-8 (print)

