



International
Labour
Organization



ASIAN 2006
DECENT WORK
DECADE 2015

Recognising and Supporting Home-based Workers

South Asian Regional Consultation on
National Policy for Home-based Workers in Pakistan

Women's Employment Concerns and Working Conditions in Pakistan (WEC-PK)



Recognising and Supporting Home-based Workers

South Asian Regional Consultation on
National Policy for Home-based Workers in Pakistan

Women's Employment Concerns and Working Conditions in Pakistan (WEC-PK)

Copyright © International Labour Organization 2010

First published 2010

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Recognising and supporting home-based workers : South Asian Regional consultation on national policy for home-based workers in Pakistan / International Labour Office, ILO Office for Pakistan- Islamabad: ILO, 2010

xx, 82p.

ISBN: 9789221232346;9789221232353 (web pdf)

ILO Office for Pakistan-Islamabad; Recognising and supporting home-based workers : South Asian Regional consultation on national policy for home-based workers in Pakistan (2010, Islamabad, Pakistan).

work at home / woman worker / equal rights / working conditions / employment policy / informal economy / plan of action / Pakistan

13.03.2

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our website: www.ilo.org/publns

Printed in Pakistan

FOREWORD

Pakistan is one of the Asian countries that have large number of women engaged in home-based work and this sector has expanded at a fast pace. This expansion can be linked to the globalization of industry and the search for efficient means of production through low cost labour. According to a World Bank study, over 10 million women in Pakistan are engaged in home-based work in sectors like garment, bangle-making, shoe-stitching, embroidery, carpet weaving etc. In spite of their contribution in economy being 60 percent, these women still do not have social and legal protection and are the most unprivileged among the society. Unlike other types of workers, home based workers (HBWs) do not have any access to social security benefits and have long working hours with no Operational Safety and Health standards at their work area. Furthermore, labour laws of Pakistan do not include the HBWs. These workers are neither covered by the definition of 'worker'.



The primary goal of the International Labor Organization (ILO) is to promote opportunities for women and men to obtain Decent Work, which is comprised of four objectives: employment opportunities, rights at work, social protection and dialogue. To achieve these objectives, freedom, equity, security and human dignity are necessary conditions for Decent Work. Decent Work is the opportunity for productive work in which rights are protected, adequate income is generated, and sufficient social protection is provided. The ILO believes that Decent Work must be available to every man and woman, in both formal and informal economies including the HBWs. The global report of the ILO for 2011 specifically focuses on the workers in the informal sector of economy, and the HBWs are major fraction of this sector.

Given the significance of the contribution made by HBWs, it is imperative that Government of Pakistan ratifies the ILO's Home Work Convention (C177) to recognize the social and economic value of home work and thereby urge employers to improve the working conditions and provision of social and legal protection for home-based workers in the country.

This report summarizes the efforts during the long journey to highlight the issues of HBWs, and need for policy to protect their labor rights. I congratulate the HomeNet Pakistan and SUNGI Foundation on their successful endeavors in highlighting the unprivileged status of HBWs at the national level and calling for their social protection through putting together the **“National Policy for Home-Based Workers in Pakistan”**. The ILO is committed to advocate for the ratification of the ILO's Convention 177 and look forward that the national policy for HBWs is approved soon and gets implemented in Pakistan.

Thank you.

Donglin Li,
Country Director,
ILO Office for Pakistan



CONTENTS

Page

- Acknowledgments vii
- Executive Summary ix
- Abbreviations xi
- Introduction xiii
- Background xv

Proceedings of the South Asia Reginal Consultation on National Policy for Home-based Workers

01

Day 1

- Session 1: Background and Introductory Remarks** 03
- Session 2: Sharing Experiences:**
- Best Practices of Home-based Women Workers (HBWWs) in South Asia 07
- Session 3: Women in the Informal Economic Sector of Pakistan:**
- Labor Laws in Pakistan for the Workers, informal sector: Identifying the Gaps 09
- Social Protection For HBWs in the Informal Economy of Pakistan
and South Asia 11

Day 2

- Session 4: Key features of the Draft National Policy for HBWs in Pakistan:**
- Process of Policy Development In Pakistan 17
- Pakistan-Specific Govt. Data on HBWs 19
- The Constitution & Legislation 19
- Conclusions 19
- Draft National Policy for Home-based Workers of Pakistan** 20
- Concluding Remarks/ Recommendations 20
- Session 5: Follow-up Plan of Action** 21
- Concluding Remarks/Recommendation 21

Appendices

Appendix 1	Program/Agenda	25
Appendix 2	Data on Working Women in Pakistan	28
Appendix 3	Relevant Material, Research and Findings on HBWs	30
Appendix 4	Labour Legislation and Corresponding ILO's Conventions	34
Appendix 5	ILO's Home Work Convention 177	36
Appendix 6	Legislative Response; Key Issues and Steps Taken/Underway	40
Appendix 7	Draft National policy for Home-Based Workers in Pakistan	41
Appendix 8	Profiles of Speakers	56
Appendix 9	Profile of HomeNet Pakistan	59
Appendix 10	South Asian Declaration on the Rights of Home-based Women Workers	61
Appendix 11	Details of the Participants & Resource Mela	63

ACKNOWLEDGMENTS

Two-day Regional Consultation on “National Policy for Home-based Workers in Pakistan” was held on October 14-15, 2008 at Dream Land Motel, Islamabad. The consultation was a collective effort of the International Labor Organization (ILO), UNIFEM, Home-Net South Asia and Aurat Foundation. As the primary organizer of the consultation, the Home-Net Pakistan acknowledges support of its partners', stakeholders, community, citizen's networks, women home based workers in making it a successful and meaningful activity. The Home-Net South Asia has especial gratitude for the trust, confidence and mutually-enriching relationship nurtured with our networks and stakeholders during this period, was the real reward of this effort.

Sungi Development Foundation deserves our especial thanks for supporting the whole process of policy formulation and taking the lead among partners in drafting the National Policy. The endeavors of Ms Tahira Abdullah, her expert inputs and passionate arguments, were essential for creating an open dialogue and developing a powerful policy document. Here, we would like to express our sincere gratefulness to the Ministry of Women Development and its department GRAP who supported the whole process.

We extend our profound thanks to UNIFEM and the ILO for trusting in our vision and owning it as their own. Above all, the support of Aurat Foundation, and its Regional offices, in facilitating the whole process for one and half year is commendable. Without their gracious support, it would have not been possible for the HomeNet to organize the Regional Consultation and developing the policy document for larger sharing and dialogue. We acknowledge the technical support extended by Munawar Sultana Office-in-Charge, ILO/WEC-PK Project for in compiling, editing and designing finalizing of the report.

HomeNet Pakistan



EXECUTIVE SUMMARY

In Pakistan, out of the total working population, 80 percent has been engaged in the informal sector of economy and out of those, 50 percent are women. Among the working women in the informal sector, around 80 percent are home-based workers, which makes a huge proportion of economy of Pakistan. These Home-based women workers (HBWWs) usually belong to the poor, lower or lower middle income background and form various age groups and possess very little or no education at all have no social protection. Keeping in view the rights and protection for HBWs, the Ministry of Women Development (MoWD) Government of Pakistan in collaboration with SUNGI Foundation and HomeNet Pakistan and has made an effort to lay down a policy framework on the key elements relating to legislative and administrative measures necessary to ensure the fulfillment of rights and benefits of HBWs. The National Policy on Home-based Workers outlines the institutional mechanisms for the implementation of measures to be undertaken for the welfare of HBWs.

The Policy on HBWs is intended to guide and support the Provincial and Local Governments, in developing their own strategies, plans and programmes for the protection of labour rights of HBWs. This policy is the result of many stakeholder consultations held at the provincial and national level with wide-ranging HBWs and working group meetings with experts representing the federal, provincial, local governments, civil society organizations and networks working for the cause and welfare of HBWs in Pakistan.

A Two-day South Asian regional consultation was organized by HomeNet Pakistan to present and discuss the draft National Policy for HBWs before the relevant stakeholders. In addition, the delegates from South Asian HomeNet also shared their country-specific experiences vis-à-vis the situation of HBWs and the efforts being made to highlight their issues. Along with the consultation a Resource Mela was organized which provided an opportunity to HBWs to display their productions which aimed at recognizing and encouraging the art and skills of the HBWs of various regions of Pakistan. The representatives of women HBWs, from all four provinces of Pakistan, shared their personal experiences and highlighted the dilemma women HBWs are facing. The hardships that these women face is a clear indication that they not only need social protection as foremost but also financial support in terms of loans, formal trainings and access to market. Therefore a policy for HBWs was the call of the hour.

While providing the socio-economic background of HBWs in Pakistan and the speakers highlighted the lack of cohesive policies for supporting HBWs. Dr. Sabur Ghayur identified the gaps in the existing laws which fail to provide coverage to HBWs. He remarked that merely little more than 20 percent of the women are working in the formal sector, while rests of them are engaged in the informal sector of economy. He briefly discussed the six major groups including: Industrial relations; employment and services conditions; occupational safety and health; HRD and TVET competence; social safety nets and social security; and wages/ remuneration and briefed about the existing laws under six major groups. He further mentioned the corresponding ILO' conventions.

Dr. Aliya Khan discussed the need for social protection of HBWs in Pakistan and South Asia and remarked that the Constitution of Pakistan has provisions to provide employment or otherwise social security to residents of the state. She mentioned that the workers in the informal economy as well as in home-based sector are not covered by any labor welfare legislation. Referring to the points raised in the report, **“Pakistan Employment Trends 2007”**, regarding the huge contribution of HBWs in the country's economy, she urged the policy makers for taking legislative measures to address the concerns of HBWs in Pakistan. In addition, she mentioned the South Asian Regional Plan of Action for HBWs and the WEIGO initiative which is a collation working to promote improved statistics, research, programmes and

policies to support HBWWs. Amongst the futuristic directions to address the issues of HBWs, she stressed the need for updated statistics, redefining the role of insurance industry to provide coverage to the poorer segment of the society.

Ms. Tahira Abdullah presented the draft national policy for HBWs in Pakistan and mentioned that the policy aims at gradual extension of coverage of labor welfare laws to the HBWs, along with social security and provision of safety and health services. In this regard, employers and self-employed persons are seen as priority areas of assistance. Once the policy is in place, the Government needs to work together with HBWs, NGOs and the private sector to develop a comprehensive action plan and an enabling, conducive environment, through a consultative process, to facilitate and support the empowerment and development of HBWs. The draft policy stresses the need to recognize and accept HBWs as “Worker” and protect their labour through legislative and administrative actions, which includes; minimum remuneration, pegged to inflation, cost of living, and a fair-wage; regulation of working conditions; skill-development trainings, education and literacy programs; Occupational Health and Safety Standards; Minimum Protection vis-à-vis the responsibilities of employers/ contractors; equality of treatment between home-based workers and organized sector wage earners, especial characteristics of working at home vs. conditions applicable to same/ similar work done in formal industry. Under this policy employers & contractors will be held responsible to ensure safety, health & maternity benefits, registration, insurance and unionization. The Government has reaffirmed its commitment to bring the laws and regulations concerning HBWs in Pakistan into conformity with the common standards and principles developed by international human rights treaties and ILO Conventions; and ratify the ILO Convention on Home Work, C177, along with the adoption of ILO R-198 Recommendation on the Employment Relationship (2006), which prescribe the 'definition of home-based worker' and calls for equal treatment with HBWs in relation to other wage earners performing similar work.

ABBREVIATIONS

AF	Aurat Foundation
AHAN	Aik Hunar Aik Nagar (One Village One Product) – SMEDA programme
BHA	Bangladesh Home-Workers Association
C177	Convention on Home Work (ILO, 1996)
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CIDA	Canadian International Development Agency
CSO	Civil Society Organization
EPB	Export Promotion Bureau
ESSIs	Employees Social Security Institutions (run by provincial governments)
FBS	Federal Bureau of Statistics (GoP)
FWCW	Fourth World Conference on Women (Beijing, 1995)
GB	Gender Budgeting
GBV	Gender-Based Violence
GoB	Govt. of Balochistan
GoNWFP	Govt. of NWFP/Pukhtoonkhwa
GoP	Govt. of Pakistan
GoPb	Govt. of Punjab
GoS	Govt. of Sindh
GRAP	Gender Reform Action Plan
HBW	Home-Based Worker
HBWW	Home-Based Women Worker
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HNSA	Home Net South Asia
HNP	Home Net Pakistan
ICPD	International Conference on Population & Development (Cairo, 1994)
ICT	Information Communication & Technology
IDAs	International Development Agencies (bilateral and multilateral)
ILO	International Labour Organization
LEF	Labour Education Foundation
LFS	Labour Force Survey (of FBS)
LP	Labor policy
MCH	Mother & Child Health care
MDGs	Millennium Development Goals
MoE	Ministry of Education

ABBREVIATIONS

MoFEA	Ministry of Finance & Economic Affairs
MoH	Ministry of Health
MoI	Ministry of Interior
MoIPSI	Ministry of Industries, Production & Special Initiatives
MoLJHRs	Ministry of Law, Justice & Human Rights
MoLM	Ministry of Labour & Manpower
MoPD	Ministry of Planning & Development
MoPW	Ministry of Population Welfare
MoSW	Ministry of Social Welfare
MoTC	Ministry of Trade & Commerce
MoWD	Ministry of Women Development
MTDF	Mid-Term Development Framework (2005-10)
NA	National Assembly (lower house of Parliament)
NCSW	National Commission on the Status of Women
NFE	Non-Formal Education
OSH	Occupational Safety & Health
PC	Planning Commission (GoP)
PCO	Population Census Organization
PILER	Pakistan Institute of Labour Education & Research
PRSP	Poverty Reduction Strategy Paper
R198	Recommendation on the Employment Relationship (ILO, 1998)
RH	Reproductive Health
RSPN	Rural Support Program Network
SCoWD	Standing Committee on Women's Development (NA, Parliament)
SDF	Sungi Development Foundation
SEWA	Self Employed Women Association
SIC	Small Industries [and Handicrafts] Corporation (MoIPSI)
SMEDA	Small & Medium Enterprise Development Authority (GoP, MoIPSI)
STEP	Strategies and Tools Against Social Exclusion and Poverty
UNCED	UN Conference on Environment & Development (Rio de Janeiro, 1992)
UNESCO	UN Educational, Scientific & Cultural Organization
UNICEF	UN Children's Fund
UNIFEM	UN Development Fund for Women
WWH	Working Women's Helpline
WVO	Working Women's Organization

INTRODUCTION

Estimates show figure of about 50 million home-based workers in South Asia. Being huge amount of the people, 80% of them are women. South Asia, as the priority continent for the internationally coordinated intervention and a rich history of civil society initiatives in this regard, portrays horrible situation for the hapless workers especially regarding the fate of the women; the main victim of the injustice and indifference. For example, In Pakistan, 65% of all women workers are home based, in contrast to only 4% of all male workers who are home based workers. These home based workers contribute to the country's economic growth. Pakistan accounts 80% of the world's match-grade footballs and earns nearly \$50 million in foreign exchange from this industry alone.

HomeNet South Asia is a network constituting upon the organizations of the women home-based workers promoted by United Nations Development Fund for Women (UNIFEM) that provides financial and technical assistance to innovative programs and strategies for the promotion of women's rights especially their basic rights and freedoms, right to political participation and right to economic security. Within the UN system, UNIFEM promotes gender equality and links women's issues and concerns to national, regional and global agendas by fostering collaborations and providing technical expertise on gender mainstreaming and women's empowerment.

In 2000, UNIFEM held its first Regional Conference on women home-based workers in Kathmandu that produced famous 'Kathmandu Declaration'. HNSA was set up as a result of that [Declaration](#). Since then, UNIFEM and Indian trade union SEWA have worked to organize women home-based workers. HNSA has federated networks of organizations of home-based workers that includes over 600 organizations in the five countries, Pakistan, India, Nepal, Bangladesh and Sri-Lanka. It has emerged as a dynamic and vibrant network representing over 3,00,000 home based workers from the region.

UNIFEM established Home Net in Pakistan and Aurat Foundation is supporting UNIFEM's efforts and had took an initiative to bring other organizations to promote HNP in Pakistan. UNIFEM Pakistan has been supporting realization of women's human rights in Pakistan through effective implementation of CEDAW Concluding Comments. UNIFEM having a catalytic and innovative approach and clear focus on women is playing a vital role in facilitating the process (through National Home Based Working Group) and is closely working Home Net Pakistan. In the course of the activity UNIFEM and Aurat Foundation have completed the mapping exercise, which was done to locate organizations working towards organizing and improving the working conditions of home based workers. In addition, along with UNIFEM they have organized a National workshop on home-based workers in year 2002.

HomeNet Pakistan is widening its network by intensively disseminating and highlighting issues about home-based workers. It is uniquely positioned as it is an umbrella organization of the initiatives working for women home-based workers. The Home Net network covers 86 districts of Pakistan. Established in all the four provinces of the country, the HomeNet is the focal point for almost all of the organizations struggling for the empowerment, support and recognition of women home-based workers in Pakistan.

The ILO has been providing technical assistance to Pakistan in various fields of its competence and concern such as implementation of international labor standards through national law development, labor policy formulation, labor administration, labor relations/industrial relations, occupational safety and health, social security, employment, skills and vocational training, workers education, women workers rights, equality and non discrimination at the workplace, elimination of child labor and prevention and elimination of bonded labor etc.

Over the years, a number of institutions were established and put into operation in Pakistan such as Vocational Training Centers throughout the country including Women's Training Centers; Centre for the Improvement of Working Conditions and Environment at Lahore; Mines Rescue and Safety Stations near Quetta and in Khushab; Occupational Safety and Health Centre at Karachi; Directorate of Workers Education, Skills Development Councils etc.

Similarly, a number of institutions were strengthened such as National Institute of Labor Administration Training, Karachi; Pakistan Institute of Management, Karachi; Pakistan Institute of Tourism and Hotel Management, Karachi, Employees Old Age Benefits Institution, Karachi; Sindh Employees Social Security Institution; Federal Ministry of Labour and Manpower; Pakistan Manpower Institute, Islamabad; provincial Directorates of Labour and Manpower; Central and provincial Inspectorates of Mines Safety, Industrial Relations Institute, Lahore, etc. This technical assistance included expert advisory services, training (both in country and at the ILO International Turin Centre), institutional capacity development, knowledge base development, demonstrational projects and equipment.

Assistance and inputs are provided continually in national policies such as the labor policy, employment policy/strategy; vocational training policy; child labor policy, bonded labor policy, youth policy, macroeconomic and growth policies and the poverty reduction strategy. In addition, ILO has provided technical assistance towards the improvement of the national Labor Force Survey. In terms of knowledge base development, ILO assisted Pakistan in the conduct of major national surveys such as the 1996 Child Labor Survey by the Federal Bureau of Statistics and the first ever compendium of rapid assessments on the situation of bonded labour in Pakistan 2003 by Government of Pakistan. Moreover major analytical studies pertaining to productivity in potential growth sectors, impact of regulation on growth of Small and Medium Enterprise (SME) sector, situation of women entrepreneurs etc. have contributed to the body of information both nationally and internationally. These studies have contributed towards the design of major national programs.

BACKGROUND

The Journey towards the solution of the miseries of the Women Home-Based Workers, at South Asian level, started with the Katmandu Declaration in 2000. The vision of HomeNet South Asia was intrinsically connected with the objectives of Millennium Development Goals (MDG); eradication of extreme poverty/hunger and the reduction in poverty among women.

In many developing countries, and lately increasingly so in many industrialized countries, the vast scale and rate of growth of the informal sector presents a dilemma and a challenge for governments, social partners and the civil society alike. A dilemma, as the informal sector encompasses employment situations which not only differ from those in the formal sector, but also infringe upon established rules and laws.

A challenge, as it absorbs a large and growing fraction of the labor force and provides a "safety net" for the poor that find themselves excluded from formal employment and income opportunities. The growing "informalization" of the economy has vastly contributed towards raising the number Women Home-Based Workers employed informally.

While the data about informal activities are somewhat unreliable, there is consensus that the informal sector is steadily growing in almost all developing countries so much so that it was widely accepted at the South Asian level that there is no policy or legislation for the informal sector specifically about the women workers.

After the Delhi Policy Conference (January 2007) HomeNet started the initiative directed towards framing policy for the Women Home-Based Workers. HomeNet Pakistan, along with its partners; and most significantly Sungi Foundation and Aurat Foundation, took lead and collaborated extensively with the Ministry of Woman Development. The ministry organized a two-day consultation on the status of Women Home-Based Workers. The consultation, organized on June, 2007, included all the stakeholders across the country.

The initiative of the consultation was in line with the agenda of a HomeNet South Asia's plan on Social Protection for Home-Based Workers of South Asia. At the other hand, it was a follow-up and reflection of the commitment of Ministry of Women Development. The Ministry of Women's Development (MoWD) was highly commended for taking the lead in addressing this issue and supporting HomeNet and Sungi Foundation for taking up the coordination and preparing the draft of the National policy on Home-Based Workers.

One of the objectives of drafting the National Policy for Home-Based Workers was to bring in the lime-light the real number of the female working force in the informal economy of Pakistan. For this, a series of National, Provincial and District consultations were held all over country involving stakeholders and Working women. Their suggestions and demands were incorporated in the draft before, finally, put it up before the group of experts and major stakeholders that was gathered at South Asian consultation in Islamabad on 14-15 October 2008.

An estimated 50 million, out of 151 million, Pakistanis are currently living below the poverty line. All the indicators suggest that their ratio is increasing horrendously every day. The incapability of the poor to break the net of poverty and improve living conditions emerges from powerlessness they experience in political, social and economic systems with no concrete and appropriate government policies, no access to information and resources, poor quality of social services and gender inequality.

It is also increasingly evident that women and girls in poor households bear a disproportionately high share of the burden of poverty. Their greater deprivation is due to a host of factors, including restricted mobility, lack of education and training, lower access to or ownership of resources and assets, and limited access to credit and social services. As a result, Pakistani women have limited participation in decision-making processes in all spheres of life, from family to state. This, however, becomes a vicious circle as this state of affairs deprives women to be the part of the decision making, especially regarding their own lives, further weaken them in the society affecting their economic and social status.

HomeNet Pakistan (HNP), as a network, got itself registered under Societies Registration Act, XXI of 1860 on 2nd November 2005. As Pakistan chapter of HomeNet South Asia (HNSA), the HomeNet Pakistan (HNP) works for the recognition and support of Home-Based Workers in Pakistan. The HNP puts its endeavors in the context of extreme deprivations of the home-based workers and believes they should be recognized as laborers.

Moreover, HNP believes that they must be seen as producers and their productivity should be increased through skill development trainings, improved technologies, direct access to credit schemes and market. They should be rightly reflected in national statistics. They must be given all the social, economic and legislative protections of the labor laws of the country.

To achieve above-mentioned goals, HNP is working on the following Program Areas

Information Development and Dissemination

Gather and re-package information, for larger dissemination, about national/international best practices, governmental and non-governmental programs for Home-Based Workers.

Advocacy

Advocacy with public representatives, and government policy makers of all the levels, For the development, passage and implementation of National Policy for Home-Based Workers.

Networking

Networking with Home-Based Workers and their representative organizations while facilitating cross learning and cooperation.

Capacity Building

Capacity building of the Home-Based Workers and their representative organizations in order to enhance their skills and productivity besides their ability to access directly the market and resources.

Scope, Purpose & Objectives

The globalization of economies and cultures is fast changing the markets and their rules across the world. At one hand, the markets that were traditionally benefiting the Home-Based Workers are disappearing or being taken up by the formal sector. The example of the Football industry of Pakistan should be cited here as one of the main prides of the women home-based workers who actually strengthened this sector of the economy that is counted amongst Pakistan's rare revenue generating sectors. With the onslaught of globalization, this sector has now gone to the formal sector that is staffed mainly by male workers. Similarly, the handloom sector has been usurped by modern power-looms run by 'technologically savvy' male entrepreneurs.

On the other hand, new opportunities have occurred as a result of globalization and trade liberalization. However, home-based workers are not able to access these markets because they are isolated, dispersed, and immobile and lack appropriate market information or easy access to credit. In many cases, they are constrained by poor designs, inadequate skills and outdated technology. Moreover, they lack exposure to marketing, especially at regional, national or international levels. While the slow, or even negative, growth of formal sector employment opportunities combined with a rapid and significant growth in the urban labor force, economic stabilization and restructuring programs, and the quest for increased flexibility and deregulation of the economy have had detrimental effects on men and women alike.

Especially the women have been increasingly pushed into informal sector. For example, the reduction in public sector jobs has affected women more than men, because of their concentration in temporary and lower level jobs; the decline in formal sector wages, has forced many women to turn to remunerated, most often informal sector. The societal attitudes and cultural norms are the other powerful barriers that hinder women's entry into the (formal) labor market.

Development Objectives

Mainstreaming needs of Home-Based Workers in national policies and programs with an objective to attain greater socio-economic security enabling them to face risks and vulnerabilities while ensuring their visibility and participation.

South Asian Policy on Home-Based Workers

In accordance with the Delhi Charter 2007 that urged for National Policies on home-based workers, HomeNet Pakistan organized two-day national consultation for the drafting of the national policy for Home-Based Workers of Pakistan as the follow-up of the charter.

The “South Asian Regional Consultation on Draft National Policy for Home Based workers in Pakistan” was organized in collaboration with HNSA, the ILO and UNIFEM on 14th-15th October 2008, at Dream Land Hotel in Islamabad.

The objective of the consultation was to finalize the “Draft National Policy of Home-Based Workers in Pakistan”. A total number of 184 participants from HNSA, HNP, public representatives and leaders, media and civil society organizations attended the workshop. These participants were invited from four provinces besides delegates from India, and Sri Lanka. More than 60 Women Home-Based Workers from 20 districts of Pakistan's four provinces put up stalls at Resource Mela and displayed their creativity and potential.

Following were the broad objectives of the consultation:

- To draft National Policy for Pakistan, in particular, and South Asian Countries, in general;

- To create better coordination and cohesion between organizations, initiatives and departments working on the issue of Home-Based Workers;
- To achieve the consensus on the national policy draft for Home-Based Workers;
- To enhance, through advocacy, the willingness of the government department to discuss and implement the national policy;
- To adopt policy recommendations and guidelines for affirmative actions by all stakeholders for the welfare and benefit of Home-Based Workers.

Key areas for Interventions for the Policy

Following are the specific areas of Interventions for Policy:

Collective organization

- To provide effective services and economies of scale;
- To ensure most productive sharing of resources;
- To raise interest on Home Based Issues;
- To develop effective planning for concrete improvements.

Representation in Development Agendas

- Enhanced space in poverty alleviation programs;
- Recognition in Trade and Enterprise development programs;
- Participation in the process of framing laws.

Advocacy

- To raise awareness on national policy;
- To promote schemes to improve the social status and the level of recognition of Home Based workers;
- To advocate ratification of ILO Convention 177;
- To work for the Inclusion of Home Based workers in National statistics.

Market development

- To promote products and services generated by Home Based workers in the markets;
- To raise awareness on Home-Based Workers' Products and Services through Social responsibility;
- To promote CSR programs with community participation;
- To maintain fair prices;
- To promote Home Based industries through Media;
- To create opportunities for national and international market penetration;
- To strengthen support services with coordination at the divisional and district level.

Training and Capacity Development

- To create opportunities for training and capital investment;
- To enhance skills on relevant vocations;
- To develop programs in relevant ministries/state bodies for the promotion of Home-Based Production / Services.

Rights and Protection

- To achieve safe working condition/occupational Health for WHBWs;
- To introduce environmental protection;
- To ensure social security – insurance , pension, maternity benefits and
- To eradicate child labor.

Disaster preparedness

- To promote disaster preparedness/mitigation plans at governmental and societal levels.





PROCEEDINGS

South Asian Regional Consultation on National Policy for Home-based Workers

Working Conditions Home-based workers

social
Security
protection

Day One



Session 1



Chairperson	Shandana Khan, CEO, Rural Support Program Network
Moderator	Ume-Laila Azhar
Chief Guest	Renana Jabvala, President, SEWA & HNI –India
Speakers	Dr. Quratulain Bakhteari, Director IDSP-Quetta (Member, HNP)

Home-based workers from various areas

Ms. Zulekhan Raisani (Baluchistan)
Gulshan Bibi (Hari Pur-NWFP)
Shahzadi Khuso (Dado-Sindh)
Huma Nawab (Muzafar Gargh-Punjab)



Background and Introductory Remarks

Ms. Ume-Laila Azhar welcomed the guests while briefly sharing the background and purpose of the workshop. She said that the purpose of the two day South Asian Regional consultation on the National Policy for Home-Based Workers was to frame and discuss the draft of the National Policy before widely disseminating it at the national and South Asian levels. She explained the disappointing condition of the Home-Based Workers saying that it was unjust to keep them unregistered as in the national economy. “Their unacknowledged status actually paves the way for their social, political and economic exploitation because they are rendered helpless in the absence of the rights and securities that labors of the formal sectors,” she said.

“The unacknowledged status of HBWs paves the way for their social, political and economic exploitation as they are rendered helpless in the absence of rights and security.”

She extended gratitude, on behalf of HomeNet Pakistan, to the major stake-holders like HomeNet South Asia, UNIFEM and the ILO along with organizations at National, Provincial and District levels. She said it was a privilege and honor for the HomeNet Pakistan to play pivotal role in framing the national policy on women home-based workers. She referred to the figures released by Pakistan Institute of Development Economics (PIDE), which showed that there were 8.52 million Home-based workers representing 60 per cent of the women work force of Pakistan. “Most of these women are piece-rate workers involved in manufacturing and post manufacturing tasks such as embroidery, carpet weaving and handlooms, wood work and other handicrafts, bangle making, dates cleaning and packing prawn peeling and packing , pottery , making incense sticks or agarbati, filling matches, binding and making boxes, stitching jute bags, binding, gem cutting, embroidering for branded multinational companies,” she said while explaining the details of the work conditions of the women home-based workers.

Explaining their socio-economic backgrounds, she told that most of the home-based workers belonged to the lower or lower-middle income families. Mostly illiterate, they belong to various age groups. She said that even young girls of age 6 to 14 were helping their mothers in making and finishing the tasks handed to them by the middlemen, in hope of getting Rs 20 for making 12 shalwars or Rs. 36 for filling 1000 of match boxes.

Ms. Ume-Laila pointed out following laws and regulations, which exclude home-based workers from the category of formal workers;

1. Payment of wages Act, 1936
2. West Pakistan Shops and establishment Act, 1969,
3. Industrial Relations Ordinance, 1969
4. Maternity Benefits Ordinance or Employers Old Age Benefit Act, 1958

She explained the objectives of the HNP efforts saying that their activities aim at:

- Making home-based workers and their issues visible through awareness raising;
- Strengthening membership-based organizations of home based workers through networking at grass-roots;
- Facilitating learning opportunities for women home-based workers and organizations working with their through their Capacity Building;
- Advocating for effective legislation, preparing or drafting of National Policy for home based workers;
- Creating and strengthening National and South Asian network of HBWs and their organizations.

“Most of the women are piece-rate workers, involved in tasks such as embroidery, carpet weaving, handlooms, wood work, handicrafts, bangle making, dates cleaning, peeling and packing prawn, pottery, making incense sticks, filling matches, stitching jute bags, gem cutting and embroidering for branded multinational companies”

She affirmed her belief that HBWs should be recognized as labourers instead of considering them poor, deserving charity and some welfare schemes. They must be seen as producers and productivity of their commodities has to be increased with skill development training, improved technologies, direct access to credit schemes and the market. They also need to be adequately reflected in national statistics and recognized as workers in the labour laws of the country, thus making them eligible for social, economic and legislative protection.

Key Note address by Renana Jabvala

Ms. Renana Jhabvala, president of HomeNet South Asia welcomed the participants. She congratulated and appreciated Home-Based Workers for playing constructive and very crucial role in the development of countries. She also acknowledged the role of ILO in recognizing the rights of the home-based workers through passing 1st convention. She also valued the active role of UNIFEM especially for organizing first regional conference on Women Home-Based Workers in Kathmandu, in 2000.

Sharing the history of HNSA, she said, as a dynamic and vibrant network of 600 organizations, representing over 300,000 home based workers, it represented the collective voice of the hapless HBWWs through advocacy for influencing the legislation, policies and programs. According to the statistics shared by Ms. Renana; in Bangladesh, 65% of all women workers were home-based, in contrast to only 20% of total male workers. In India 51% of all women workers are home-based against 11% of male workers. In Pakistan, 65% of all women workers are home-based, whereas the male workers are only 4%. She lamented

the fact that even low incomes are grabbed by the middle agents who give around Rs. 20, out of Rs.100, to the women workers. She said that Women's share in the football industry was as high as 80% but their status was remained low as far as the wages and rights were concerned.

She also shared the experiences of her organization Self-Employed Women Association-SEWA that works with the poor and self-employed women workers. She said SEWA was a platform that brings hapless women workers together. She said there were no financial securities or insurance facilities available to the vulnerable women, which compelled them to set up a “women bank”. She said that it was an established bank with current assets reaching Rs. 1,000 million. SEWA also started an integrated insurance scheme to support to women in times of crisis. She gave details of SEWA's other programs like self-help Insurance Scheme where each member contributes very low premium towards the coverage offered.



“Lack of cohesive policies is the main problem behind all the problems of the home-based workers of the entire South Asia”

She mentioned a number of initiatives of SEWA especially regarding services it provides to its members. She said the main purpose of their efforts was to recognize and get recognized the contributions of the home-based or self-employed workers and small entrepreneurs. She said that the most important lesson of their experiments was that the women were ready to pay for services and that these services could indeed become financially viable

without being dependent on the subsidies. Many of these services such as credit, health-care and child-care were also provided through co-operatives which are fully self-reliant

She said a Women HBW, after working 6 to 8 hours a day and earning the households for her family, fails in getting her contributions and sacrifices acknowledged by the state, government, society or even her own family. State policies exclude her from all the rights and protections given to the formal sector labor. She said it was highly important to insist on our identity as HBWs. Secondly, she stressed, there was need to build system and structures for their assistance, facilitation and guidance. Enhancing awareness level of especially men folk should be the whole-time objective of all of them, she said.

Mentioning SAARC Summit (April 2007), she said there was a great need to formulate coordinated national policies and wage a common struggling for the realization of the common goals. She said there should be exclusive retail platforms with other trade promotion initiatives to boost the fortunes of the home-based workers. She mentioned the ILO Convention 177 as the corner stone document to ratify and implement. She said the data about the women home-based workers should be included in the gender database of the SAARC. She said that the South Asia had all the potential to show the light to the entire world on the issue of HBWs. Talking about the private and corporate sectors, she said that they should also be included in the efforts for giving access to the markets.

“Our young girls are our future. They play crucial role in the society and economy. We have to protect, educate and train them. This way, we can ensure our future growth” concluded Ms. Renana, president, HomeNet South Asia.

Voices of Home-Based Women Workers

The representatives of HBWWs from four provinces of Pakistan shared their personal experiences and the stories of their struggle. The common thing was that all of them started their journey from their own homes and faced a lot of hardship in carrying on their struggles.

Ms. Zulekhan Raisani (Baluchistan)

“When I started, I was alone and now I have a group and an organization with me. I acknowledge all the people and organizations that supported me and my team through trainings and exposures at national and international levels. I was not allowed first time to participate in the Resource Mela. Instead of getting depressed and disappointed, I actively participated in the mela and learnt the way women and their organizations were working there. Later, I attended the exhibitions organized by the World Social Forum and was greatly inspired by the big community of peace lovers. Then, with the course of time, I got opportunities to attend trainings at national and international levels

I got my organization, “Beeds”, registered as civil society organization. Now a big group of 300 women is working with me. For me and my team, it is a great success. We are all skillful women. We make our products and we have secured our market as well since there are forums and organizations and individuals who appreciate our work.”

Gulshan Bibi (Hari Pur-NWFP)

“I had the skills but I was not able to secure proper financial reward for my hard work. The market was shrinking while traditional art and skills were speedily vanishing from the society of NWFP. Now, I feel full of gratitude especially to the Sungi Foundation that gave me and other skillful women in my area the crucial trainings on market assess, color schemes and designs. We are a group of 600 to 700 women and we achieve better reward for our products. The group is aware of their rights and status as creative workers. In the beginning, nobody was ready to acknowledge our creativity or contributions. People rather laughed at us. But now, they say that they cannot perform as nice job as the women do. This shows a significant the mentality of the people.”

Shahzadi Khuso (Dado-Sindh)

“The women of our rural area are not allowed to go to the market to get raw materials and to sell their products. Now the situation changed. Women get raw materials for us and take the whole products to market. My journey towards financial independence in fact started when I attended the Resource Mela at Lahore.”

Huma Nawab (Muzafar Gargh-Punjab)

I am a housewife living in a very conservative area of Punjab where a woman outside the four walls of her home is considered immoral woman. When I decided to start working, everybody opposed me except my husband and mother in law. They were supportive to me. I bought five machines and started a group of 18 workers. At that time, I had no idea of marketing or selling. My brother guided me and asked me to contact different organizations. Finally, I reached Kishwar Appa and my work started getting recognition and reward. Soon, I included potters in the group. I convinced the women that they should by the raw material themselves.

Most of them belonged to rural areas with deeply rooted cultural barriers against women's mobility and active role in socio-economic life. But our consistent and passionate struggle convinced them. I appreciate the role of the NGO who helped the voice-less women of the rural Punjab.”

Session 2



Sharing Experiences

by Representative from South Asia

Chaired by Renana Jhabvala, President, HomeNet-South Asia
Moderator Rukhshanda Naz
Speakers Ms. Rehana Hashmi PD, GRAP
Ms. Quratain Bakhatari
Dilanthe Withanage

In the beginning of the session, Ms. Rehana Hashmi, Director, Gender Reform Action Program (GRAP) was invited to deliver speech. She appreciated the formulation of the national policy on women home-based workers while saying that the government was committed to implement the policy and fulfill their demands with letter and spirit. She told that the GRAP was planning to mobilize the Ministry of Labor and Manpower to forward the agenda. She pointed out the lack of the cohesive policies as the main problem behind all the problems of the home-based workers of the entire South Asia. She lamented the fact that women home-based workers are even not acknowledged in the national database despite the fact that the hapless workers constitute upon the major part of the total work force of the region. She said all of the countries of the region should ratify the Convention 177 of the ILO. She assured the participants of her fullest support in all the endeavors for the promotion of the rights of the women home-based workers.

Ms. Renana Jhabvala

Setting the tone of the session, the Chairperson, Ms. Renana Jhabvala said that about 50 million women work as HBWs in South Asia. Apart from a big number of women working in the agriculture sector, about 65 per cent of working women in Pakistan are HBWs. She said that 51 per cent of working women in India were home-based whereas 71 per cent women work under same conditions in Sri Lanka.

These women not only contribute to the economic growth of the country, but also bring in the international market, adding that all multinational companies bring their products to South Asian countries for hand work, which is fast vanishing from the developed world. Calling for social and financial security for these women, she said that HBWWs were also protecting the culture and tradition of South Asian states. She said women of the region could not be empowered without empowering WHBWWs.

Dr. Quratain Bakhatari (Pakistan)

Dr. Quratulain Bakhtari shared her experiences of her model. She gave the example of home schools that were established in 1982 in different towns of Karachi, Hyderabad and Liyari. Those schools were started by young girls of that area after getting 5-6 grade education. They started these schools in their homes and got 5 rupees per student. She said she was surprised when she saw that

“Home-based Workers not only contribute to the economic growth of the country, but also bring in the international market, adding that all multinational companies bring their products to South Asian countries for hand work, which is fast vanishing from the developed world”

there were new buildings for their homes. These girls have completed their matriculation degree also. It shows that it improved their economic conditions and empowered them. The girls later on became active part of HBWWs and civil society organizations.

Dilanthé Withanage

He introduced himself in reference with his organization that is working for the HBWs from last 25 years. He said that HBWs needed to be recognized as laborers by the government, society and themselves as well. Most of these workers had no idea about their rights and believed that they were doing nothing. He said there was a need to mobilize and make them aware of their rights. He explained the contribution of his organization in this regard and mentioned their district level consultations on the issue. He said the age old patriarchal system was the main patron of the gender discrimination in the entire South Asia.

Address by the Chief Guest

Ms. Rehana Hashmi, Projector Director GRAP was nominated by the Ministry of Women Development to speak on behalf of the minister who could not attend the session due to some sudden engagement. She assured the audience of full support and collaboration of the Ministry of Women Development in taking forward the policy for the HBWs. She also ensured that GRAP would in future provide facilitation to HNP and its efforts across the country.

Closing Remarks by Ms. Shandana Khan

Ms. Shandana Khan summarized the session saying that all the deliberations of the session proved that the HBWs of South Asia shared the same kind of problems, deprivations and societal attitudes. She said that the same fact necessitated the collective and coordinated struggle at the regional level, which should be maintained as the mandate of the HomeNet South Asia. She said that sharing the problems, best practices and learning from each others' experience was a must for waging a successful struggle for our rights. Mentioning the best practices, she pointed out towards a great experience and experiment of the SEWA that set up the bank and proved it a success. She said this experience also proved that the women needed short-term, mid-term loans, trainings and access to the markets. Besides that, she said, that the experience sharing session from the four provinces of Pakistan also proved the fact that the commitment, consistency and self-confidence can bring miracles. She said only thing that was missing was the organization and networking that could consolidate their voice for their rights. She said the real task after formulation of the national policy shall be the struggle for its true implementation and we all have to make it a success.

Inauguration of the Resource Mela

The Resource Mela was organized with the collaboration of UNIFEM displaying creative work of HBW from the four provinces of Pakistan. The HBWs themselves presented their work. The stall-holders exhibited innovative products including cultural barbie dresses, fancy cane lamp shades, bead work jewelry, modern kurtis adorned with beads, phulkari, shadow work and gota sitara. The HBWs were also found doing traditional embroidery at different stalls. Other items on sale included finely woven mats, rugs, cushions and hand loom shawls of Multan and Kamalya, candles, traditional wall hangings and bags. There were 35 stalls that were set up by different organizations working for the welfare of the HBWs from 20 districts of the country.

“Sharing the problems, best practices and learning from each others' experience was a must for waging a successful struggle for our rights”

“The economic and social progress of people is always measured by the level of their well being or their living standards including the rights of the workers, work environment and the coverage of the social and economic securities”



Session 3



Women in the Informal Economic Sector of Pakistan

Chaired by Ms Mehnaz Rafi

Resource Person Dr. Saboor Gayour, Chairman, Policy Planning Cell, Ministry of Labor & Manpower division-Islamabad

Dr. Aliya Hashmi Khan, Professor Quaid-e-Azam University, Islamabad

Labor Laws in Pakistan for the Workers in the informal sector: Identifying the Gaps

Dr. Saboor started the session by introducing and explaining the articles 4 to 37 of the constitution of Pakistan, related to the basic human rights and equality. He stated that the economic and social progress of people is always measured by the level of their well being or their standards of living including the rights of the workers, work environment and the coverage of the social and economic securities. He said providing these rights were the obligation of the state under Article 38 of the Constitution of Pakistan. He mentioned in detail the following articles of the constitution of Pakistan;

1. Article 11 prohibits all forms of slavery, forced labor and child labor
2. Article 17 provides for a fundamental right to exercise freedom of association and the right to form unions.
3. Equality is enshrined in Article 25 that lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone.
4. Article 37, among others, also makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.

The organizations, working for recognition of HBWs, must work for the basic data of HBWs because organizations can't pursue HBWs case without reliable data

While discussing the constitutional Provision's follow up, he mentioned that a labor legislative framework has been developed. There also existed a labor administration set up, system of bi- and tri-partism developed. He mentioned the provision for labor protection including occupational health and safety. The follow up mechanism also provides avenues for dispute settlement and seeking resolution of grievances.

The process of fulfilling Constitutional obligations, however, has not been smooth. Indeed, lack of coordinated and systematic efforts characterizes the path adopted over decades. There are hierarchies of institutions catering different aspects of labor regulations. They nevertheless continue to be associated with the issues of corruption and incompetence. The own account workers (self employed) and contributing family workers (unpaid family helpers) accounting for the majority of employed as well as employees in the category of casual, piece rate and apprentice are out of the purview of labor legislation and administration.

These laws fully protect the men and women both. But the problem is with agriculture and informal sector where they are ignored and face a lot of problems in its implementation. They are indifferent towards working women.

He shared the data regarding workingwomen in Pakistan, which is as follows:

- 71.8% of the literates have less than 1 year of education;
- 59.2% of the female employed are unpaid family helpers; 15.2% self employed;
- 39.6% of female employees are piece-rate workers; 16.9% are casual employees;
- 68.9% of female employed work in agriculture;
- 71.2% of females work in informal sector (Appendix 2 for detailed data on working women in Pakistan).

He mentioned that over seventy Labor laws largely cover the following six groups:

1. Industrial relations;
2. Employment and service conditions;
3. Occupational safety and health;
4. HRD and TVET competence;
5. Social safety nets/social security;
6. Wages/remunerations.

(See Appendix 10 for details on labor legislation and corresponding ILO's conventions)

While highlighting the issues for reforms, he said that we should focus the sector where majority of women are working like agriculture, home based workers, piece rate workers etc. We need to talk about their right to form association, right to social protection and security. We should lobby for the implementation of Labor Policy 2002, LIP & LPP 2006 and Employment and Service Conditions Bill 2008. He suggested that AF should also include the domestic maids on its agenda. The organizations, working for recognition of HBWs, must work for the basic data of HBWs because organizations can't pursue HBW's case without reliable data. He also mentioned that only 29% women are working in formal sector, rest of women are working in informal sector and unless they work in formal sector they will be ignored in government policies.

While discussing the responsiveness of Labor Laws and the key issues, he mentioned that labor laws mainly neglected the agriculture and informal sectors. He discussed the problems in the process of implementation, inspection and indifferent attitude towards working women.

He further discussed the salient features of Labor Laws and Agenda for Reforms

While discussing the Agenda for Reforms he mentioned the following points which need to be focused; The women working in manufacturing sector directly or indirectly under contractors, sub-contractors or on piece-rate in the informal sector- they have right to organize and form associations and access to old age benefits and social security. Action plan needs to be worked out for the measures as suggested in LIP, LPP & Lab Policy, Early passage of ESCB and reinvigorating EOBI & ESSI. There should be focus on the own-account women workers, women working as domestic maids, women in urban informal sector, rural women artisans. In line with that, there is dire need for:



“Only 29% women are working in formal sector, rests of women are working in the informal sector and unless they work in formal sector they will be ignored in government policies”

- Developing mechanism for involving private sector in labor inspection as per the LIP '06;
- Rationalization of social security/ protection institutions;
- The formation of cooperatives, and initiating measures in improving working conditions especially occupational safety and health, organizing and skills development/up-gradation;
- Developing a) reliable and dis-aggregated data base, and b) capacity to collect, collate and analyze data generated;
- A National Commission on Mainstreaming Informal Economy (Sector) Establishment (Workers) with special focus on women concerns.

Conclusions

The existing set of labor laws, applicable to the workers in the formal economy, almost ignores the majority of the working women and men in the country. Neither the workers in the agriculture sector nor in numerous informal sectors are covered by the existing laws. Further, even in the formal economy (organized sector); a host of activities are exempted from the application of labor laws. Labor regulations and institutions would need to address vulnerabilities of working women and men as well as to overcome the capacity and capability bottlenecks.

The existing set of labor laws, applicable to the workers in the formal economy, almost ignores the majority of the working women and men in the country. Neither the workers in the agriculture sector nor in numerous informal sectors are covered by the existing laws

Responses from participants

A clear policy for HBWs is required as other national laws can't help the HBWs. If a civil society organization, Sungi Foundation can train 2000 women than why government is a failure in this regard? This is a class struggle and government, being representative of the rich and exploitative class, shall not recognize the rights of the poor. But instead of being disappointed, we should learn from the experience of Latin America where things are changing that brings hope for us that we'll also be able to change our condition one day. We should not think that NGOs will bring revolution; only the political revolution is the solution to our problems.

In the end, Begum Mehnaz Rafi, thanked Dr Saboor Ghayor for his presentation and giving ideas for policy reforms.

Social Protection for HBWs in the Informal Economy of Pakistan and South Asia

Dr. Aliya Khan started her session by sharing the constitutional obligation of the state. She said, we have certain provisions in the constitution of Pakistan and social protection is the compulsory component. According to the constitution of Islamic Republic of Pakistan, Chapter 2 Principles of Policy (Article 38 C) says the state shall provide for all persons employed in the service of Pakistan or otherwise social security by compulsory social insurance or other means.

She further shared the component of labor policy 2002, 2006 and 2007 mentioning that Labor Policy 2002 emphasizes the elimination of gender discrimination and protection of gender equality. The labor policy states that a large number, especially women are engaged in home based work. Currently, the workers in the

informal economy as well as in home-based sector are not covered by any labor welfare legislation. The policy aims at gradual extension of coverage of labor welfare laws to the workers of the informal economy/ home-based sector.

The Labor Protection policy-2006 further elaborates a number of the policy elements outlined in LP-2002 and also includes a number of new initiatives. Of particular importance are those that are directed to extending labor protection to persons engaged in the country's extensive and complex informal economy. The extension of social security coverage and provision of safety and health services for the benefit of informal economy workers, employers and self employed persons are seen as priority areas of assistance.

“There should be focus on the own-account women workers, women working as domestic maids, women in urban informal sector, rural women artisans”

The informal economy supports millions of people across a large geographic area while undertaking a wide variety of low-paying, low productivity jobs under the working conditions that are frequently harsh, unhealthy, and hazardous. The LPP-2006 further says that informal economy workers are not covered by labor laws. It is necessary for the labor administration to take the initiative and see how it can best reach out to such workers and provide them with basic protection through the provision of advisory services, based on a labor extension approach. The workers in informal economy including home based workers will benefit from improved safety and health arrangements and the payment of minimum wages.

She further elaborated the points of Pakistan Employment Trends of 2007 and said that the informal economy often represents challenges to policy makers faced with goals such as improving working conditions, and legal and social protection of persons employed in the informal economy. Because of the importance of the informal economy in employment creation, production and income generation, statistics on employment in the informal economy are essential to obtaining a clear idea of the contributions of all workers to the economy.

“Currently, the workers in the informal economy as well as in home-based sector are not covered by any labor welfare legislation”

She informed that in Pakistan, the FBS measures employment in the informal economy in accordance with the international standards, difficult as this may be, and consistently finds that the overwhelming majority of workers are active in the informal economy. She stressed upon the need of authentic data and emphasized that all concerned to research on the issue should concentrate on active future directions. She said although in Pakistan FBS and PBS are playing effective roles in this regard, but we have to improve our resources especially in terms of information and data collection. Without reliable data concerning the informal labor force, she said, we would not be in strong position to present the related documents in the parliament for legislation purposes. She mentioned that according to Pakistan Labor Force Survey 2006-07, the proportion of workers in the informal economy, excluding agriculture, increased from 66 per cent in 1999-2000 to 72 per cent in 2006-07. Out of the total employed females in the non-agriculture sector, 71% of the females worked in the informal economy in 2006-07

She also shared the points of process, by which the issue of HBWWs was taken up on agenda and she

quoted different concerned events and activities:

- Policy Conference on Home Based Workers of South Asia organized by UNIFEM and SEWA (January 2007, New Delhi);
- National Consultation on the Status of Home Based Workers organized by Ministry of Women Development, UNIFEM, HomeNet Pakistan and SUNGI (June, 2007);
- Drafting of National Policy on Home Based Women Workers;
- Drive for ratification of ILO Home Work Convention C177, 1996;
- Policy research on HBWs by National Commission on the Status of Women (NCSW) and Pakistan Manpower Institute (PMI).

South Asian Regional Plan of Action for Home Based Workers

Dr. Aliya said that the Formulation of national policies on HBWs should be based on the following components:

- Minimum protection including minimum remuneration (piece rates linked to national minimum wage), occupational safety & health, skill development;
- Social protection measures including insurance (life and health), access to health care, maternity/ pension/ disability benefits & other risk management strategies in the informal economy;
- Institutionalize systematic data collection/ statistics gathering on HBWs to recognize their contribution to national economies;
- Use globalization and trade opportunities to build more inclusive markets for HBWs and move them up in the global value chains of production;
- Ratification of ILO Convention C177 called as the Home Work Convention, 1996. All SAARC countries should include rights and concerns of HBWs in their policies & programs.



The WIEGO Initiative

Explaining the WIEGO, Dr. Khan told that the WIEGO (Women in Informal Employment Globalizing and Organizing) is a worldwide coalition of individuals from grass root organizations, academic institutions, and international agencies concerned with improving the conditions and status of women in the informal economy. It aims to promote better statistics, research, programs and policies in support of women in the informal economy. WIEGO also works closely with other networks representing women in the informal economy like Home Net. The WIEGO programs recognize that most informal economy workers have no access to social protection systems. The WIEGO promotes innovative approaches, like micro-insurance to provide social protection to women workers in the informal economy. It has organized national and international workshops on social protection for informal economy women workers and published 'Learning from experience a gendered approach to social protection for workers in the informal economy' (Geneva, 2000) with the STEP (Strategies and Tools Against Social Exclusion and Poverty) programme of the ILO.

While discussing the need to exploring Social Protection for Informal Economy Workers, she highlighted the following key points to be considered;

- Social protection can be approached either as a basic human right or as a basic minimum labor standard.
- In the context of both human rights and labor standards, it is clear that not all countries will implement social protection to the same degree.
- Different institutional arrangements will be developed in keeping with the particular features of a

country. However, the argument should be in favor of the desirability of social protection for all workers everywhere despite that:

- o Implementation, regulation, and monitoring will be difficult to achieve;
- o Tax revenues will be insufficient;
- o It is especially hard to extend measures to workers in the informal economy because of its informality;
- o We should seek an enduring institutional approach to social protection, which builds upon the role of different players the multi-pillar approach;
- o The multi-pillar approach includes active responsibilities for a variety of interest groups workers themselves; the employers, the industry, the State, civil society organizations such as non-governmental organizations, community-based organizations, and international institutions.

A gendered approach to social protection rests on mainstreaming the needs of all workers for (social protection) into the socio-economic policy debates. In this approach to social protection, all workers in the informal economy are seen in the first instance as workers and then, women workers are seen to be structurally over represented in sectors (like home based work) with poorer and more unprotected working conditions comprising;

Social protection has been viewed primarily as the management of risk, within an institutional approach (which keeps open a role for multiple stakeholders.

Then we can move towards integrated risk management from two points of view:

- Firstly, from the point of view of the individual worker, who at different stages in the life cycle, and in different working conditions, will face different risks, and will need an integrated plan;
- Secondly, integrated risk management that refers also to the need for an integrated approach from the institutions involved in social protection for workers in the informal economy.

Concluding her deliberations, Dr. Aliya said that there were significant regional, national and local differences in perceptions about the basic standards and social protections for the labors. She said there were difference on the issues that must be covered and the issues that could be considered as dispensable. She mentioned the core elements of the social protection which included the protection against loss of income and assets, health care, disability, maternity, child care, death of primary breadwinner, old age benefits, coverage against disasters etc.

At the end of session she discussed the futuristic directions like:

- Redefining the role of the Insurance Industry to provide coverage to the poorer sections of society (informal economy workers);
- Continued thrust on Advocacy and networking;
- More Search on sub-sectors of the informal economy/home-based workers as well as learning from previously conducted research studies (national and regional);
- All of the above rests crucially on the statistic and database highlighting the visibility and profile of the informal economy workers/HBW's.

National Policy for Home-based Workers in Pakistan

Fair Wages

Income

Home-based
workers

ILO
Convention
177

Day Two



Session 4



Key features of the Draft National Policy for HBWs in Pakistan

Chaired by	Malik Hakim, Additional Secretary, Ministry of Law
Speakers	Samina Khan Ecexutive Director, SUNGI Development Foundation Tahira Abdullah, Consultant
Moderator	Ume-Laila Azhar

Process of Policy Development in Pakistan

Ms. Samina Khan, Executive Director, SUNGI Development Foundation, started the session with emphasize upon the need to work on the issues at micro-level. She said there was a need to develop mechanisms for micro-enterprises and entrepreneurship covering both HBWWs and women entrepreneurship. She also mentioned that the Mapping Reports of HomeNet were directed towards organizing the HBWWs.

She told that as much as 508 organizations in Bangladesh and 307 in Pakistan were busy fighting for the rights of the women home-based workers. She cited the Case-Studies and individual research report of Aurat Foundation that was funded by UNIFEM in 1998. The report was about the census of the HBWWs. She also highlighted the activities of Aurat Foundation who pioneered the awareness raising, training & skill enhancement and mapping the organizations working with HBWs.

She mentioned that in 2000, UNIFEM organized a South Asia regional meeting in Kathmandu. The governments of Nepal, Pakistan, India, Bangladesh and Sri Lanka were represented at Secretary level, along with civil society representatives. Sungi, Aurat Foundation and Roots for Equity represented Pakistani NGOs.

The objectives of the consultation included;

1. To understand the situation of HBWs; the backbone of the economy in South Asia, and are worst victim of globalization
2. To evolve a strategy towards policy-making and legislation
3. To provide social protection
4. To provide labor rights to HBWs

The idea of setting up HomeNet South Asia was floated and Terms Of Reference were discussed in length. Each country decided to work towards setting up its national HomeNet. Nepal took the lead followed by India, Sri Lanka and Pakistan (2005). Bangladesh had Bangladesh Home-Workers Association (BHA) since 1986. Pakistan delegation nominated Aurat Foundation (AF) as the focal organization. In 1982, the preliminary results of 1981 population census showed that women workers were only 1.76% in live-stock and agricultural workers. They were declared as the 2.1% of the total work-force in Pakistan. Only men were counted in family un-paid help leaving women unregistered and un-acknowledged. In 1982 agriculture census, 54% women who were included in the labor force survey by simply adding “do you

work on your own family farm”.

Aurat Foundation lobbied with government to change the definition of work from paid to unpaid for recognition of women's work. AF conducted research with the support of ILO in 1988 on piece-rate women workers in Punjab, and convened 1st national Peasant Women's conference in 1991 where the informal sector the issue of non recognition of women's work came out as a glaring concern. SUNGI has been working for rights of HBWWs since 1994 in Hazara (NWFP) by raising awareness on fair-trade practices among producers, entrepreneurs and buyers,

In 1998, UNIFEM supported AF campaign on inclusion of women's work in population census. 'Other than household what else are you doing or did last year?' this question was added. After 2000, Aurat Foundation started mapping non-profit and development organizations working for disadvantaged including HBWWs in different capacities. HomeNet Pakistan started Capacity Building training courses for HBWWs in 2005 and exposure to marketing etc. HomeNet Pakistan had awareness raising events with women parliamentarians at National and provincial level. In April 2006, Sungi participated in Women in Informal Employment Globalizing and Organizing (WIEGO) General Assembly in South Africa. As a result of the above-mentioned endeavors, two major developments occurred including;

- Advocacy for social protection for HBWWs;
- Collection of Data and Statistics on HBWWS.

In 2007, SUNGI disseminated 6 WIEGO handbooks (translated in Urdu) on advocacy tools for HBWWs, on social protection. These handbooks included;

- Informal employment and social protection an introduction
- Value Chains and social protection
- Health insurance
- Occupational health and safety
- Child care
- Organizations, networks and alliances

She pointed out the importance of the South Asian Regional meeting on HBWWs (Delhi, Jan.2007) to prepare a Regional Plan of Action for HBWWS that they attended a group including Women Parliamentarian, the Secretary MoWD (GoP), Aurat Foundation, Sungi and UNIFEM.

During 2007, SUNGI together with Action Aid Pak, organized a series of consultations to take forward the Regional recommendations-with HBWWs, entrepreneurs, govt. Line-Departments, parliamentarians, civil society organizations, private sector and media. The consolidated findings/recommendations of these consultations were presented to the MoWD for incorporating in the national policy on HBWWs and for ratification ILO Convention 177. The MoWD requested Sungi and UNIFEM to collaborate in organizing a two-day national consultation meeting on HBWWs with relevant stakeholders in June 2007. The event was organized in response to the MoWD's commitment to UN-CSW while reporting on CEDAW in May 2007, that it would work on the issue of HBWWs with UNIFEM

MoWD's initiative was appreciated by members

The HomeNet Pakistan felt it was an appropriate time to move towards and formulate a national policy on HBWWs' rights as Minster for Women's Development and Youth Affairs had promised to get Cabinet approval for it. The members of Homenet Pakistan, Sungi, Aurat Foundation, Hawwa Crafts Cooperative, Karavan Crafts together with PILER, FIDA, Working Women's Association, Labour Education

Foundation, Action Aid Pak, and others, advocated and lobbied to build a conducive environment, policy and legislation for HBWs' rights.

In 2007, the Chairperson of Parliamentary Standing Committee on Women's Development called a Standing Committee (SC) meeting to share outcomes of HBWs consultation and to obtain inputs for formulation of National Policy. The SC meeting was attended by its member women parliamentarians belonging to different political parties such as PPP, MMA, PML(Q) and PML (N) and MQM. The Secretary MoWD, DG Health, representatives of the Ministries of Labour, Education and Women's Development also attended the meeting. UNIFEM, HomeNet Pakistan and Sungi were invited as observers. The Ministry of Women's Development requested Sungi's assistance to prepare a draft National Policy on HBWs.

Drafting of a National Policy on HBWs in Pakistan, is based on literature review including GoP's draft National Employment Policy (NEP) and draft Employment and Services Condition Act (2007), with reference to HBWs and consultations with stakeholders. Consultation for a situation review and inputs to the draft policy with stakeholders Quetta, Karachi, Peshawar and Lahore with the relevant govt. departments, NGOs & HBWs for; Sharing of draft with stakeholders;

Pakistan-Specific Govt. Data on HBWs

- Pakistan spends 1.4% of GDP on social protection (World Bank)
- 80% of Pakistan social protection expenditures are devoted to pensions and social security, benefiting those in the formal sector and non-poor (WB)
- 20% of social protection spending (0.3% of GDP) is spent on social safety nets (WB)
- Safety net spending on the two main programs (Zakat and Bait-ul-Mal) declined from 0.4% of GDP in 1991-92 to 0.14% of GDP in 2004-05 (WB)
- The formal organized sector labor force in Pakistan has a social security system with mandatory contributions from employers, including inter alia Pensions through the Employees Old Age Benefits & Insurance (EOBI), Health facilities through the provincial Employees Social Security Insurance (ESSIs) and Workers' Welfare Board (WWB), supporting registered workers' families' education and other immediate needs

The Constitution & Legislation

Articles 37 & 38 provide Constitutional guarantees for, inter alia, social protection “The State is responsible for social security of the people”.

- To recognize HBWs' work, a Parliamentary Resolution was passed in the National Assembly on 3rd April 2007
- In 2007, a draft Bill on HBWs was endorsed by a Parliamentary Standing Committee on Women's Development
- The Balochistan Provincial Assembly passed a Resolution on HBWs (drafted by Homenet Pakistan) on 31st May 2007

Conclusions

Once the Policy is in place, there is a need for the Government to work together with HBWs, NGOs and the private sector to develop a comprehensive action plan and an enabling, conducive environment,

through a consultative process, to facilitate and support the empowerment and development of Home-Based Workers in a non-threatening or intrusive manner, according to their own wishes and aspirations.

Draft National Policy for Home-Based Workers in Pakistan

Speaker Tahira Abdullah

Ms. Tahira Abdullah presented the draft of the National Policy for the Home-Based Workers. She said the draft included the suggestions from the meetings held with lawyers and other officials at district level. She said the further debates shall help incorporating more proposals and doing necessary changes, in the end. (See the detailed policy annex 7).

The Draft Policy includes:

- Minimum remuneration, pegged to inflation, cost of living, and a fair-wage (in line with CSOs' demands for fair trade);
- Regulation of working conditions;
- Skill-Development Trainings, Education and Literacy programs;
- Occupational Health and Safety Standards;
- Minimum Protection vis-à-vis the Responsibilities of Employers/ Contractors to ensure;
- Equality of treatment between home-based workers and organized sector wage earners, especial characteristics of working at home vs. conditions applicable to same/ similar work done in formal industry. Employers & contractors will be held responsible/accountable to ensure safety, health & maternity benefits, registration, insurance and unionization.

Malik Hakim discussed the article 34, 37 & 38, and said that Islam had already mentioned the rights of women. He quoted the verses of Quran to support his point of view while saying that Islam empowered women in every aspect of life and protected her in all spheres of life.

He claimed that there was propaganda campaign going on against Islam. He mentioned that law supported agriculture sector women. He emphasized upon the focus on the ground realities and of the big initiatives to change the fate of HBWs through trickle down effect.

Concluding Remarks/ Recommendations

The components of a national strategy for strengthening home-based workers as discussed and agreed by the participants include the following:

1. Identifying the needs of home-based workers;
2. Identifying organizations working for or capable of meeting these needs;
3. Defining specific roles for these organizations as stakeholders in a support network;
4. Designing a strategy integrating the roles of the stakeholders at various levels;
5. Facilitating the implementation of this strategy on a pilot basis;
6. Developing information on organizations likely to be part of the support network;
7. Facilitating and strengthening linkages among such organizations.

Session 5



Follow-Up Plan of Action

Ms. Nigar Ahmed, Executive Director, Aurat Foundation, emphasized upon developing a realistic plan of action and to make it easy for HBWs to adopt and implement. She said women should be on the top of our priority list since their participation is essential for the sane and balanced growth of our society. She said the implementation of the policy was more crucial and important than the formulation of the policy.

Provincial Minister, Sindh Assembly Ms. Tauqir Fatima Bhutto thanked all the guests and stake holders who attended the conference and appreciated the HBWs belonging to far long areas for participating in the conference. She said through Gender Reform Action Plan was active in 23 districts. She mentioned that they had approached for coordination with law ministers and the Prime Minister as well in order to proceed ahead.

Ms. Hashmi acknowledged Tahira Abdullah and Nigar Ahmad's contribution. She promised that she will process it at the ministry level as well and also facilitate the process of consultations. She said they had already reserved 5-10 % quota for women in the employment sector and were planning to increase it to 20% seats for women at all institutional levels.

Concluding Remarks/Recommendation

The speakers stated that the major problems faced by HBW in all South Asian countries are almost common, and there is a need to chalk out practical plans to provide them social security and organize them at all levels, their hard work at the social and economic levels should be recognized. They demanded that government should ratify C177 of ILO. They said home-based workers play a vital role in the economic development of the country hence it is their right to be recognized as laborers. Representatives of the Ministry of Women Development ensured their complete cooperation to the participants. At the end of session HBWs presented the Sindhi Ajraks (Sindhi-shawls) to Chief guests and speakers.

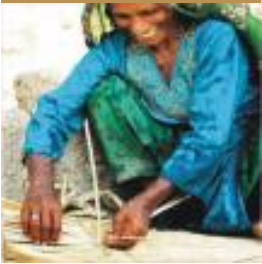
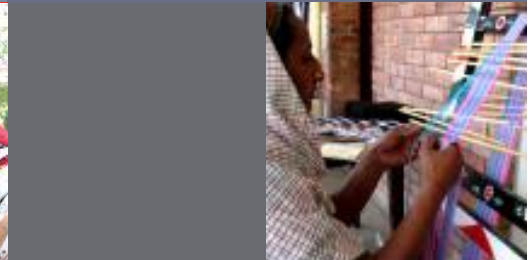
Distribution of Certificates among HBWs

Ms. Alice Harding Shackelford, UNIFEM distributed certificates among participants of Resource Mela.

Appendix 1	Program/Agenda
Appendix 2	Data on working women in Pakistan
Appendix 3	Relevant Material, Research and findings on HBWs
Appendix 4	Labour legislation and corresponding ILO's Conventions
Appendix 5	ILO's Home Work Convention, 177
Appendix 6	Legislative response: Key issues and steps taken/underway
Appendix 7	Draft national policy for home-based workers in Pakistan
Appendix 8	Profiles of Speakers
Appendix 9	Profile of HomeNet Pakistan
Appendix 10	South Asian Declaration on the Rights of Home-based Women Workers
Appendix 11	Details of the Participants & Resource Mela

APPENDICES

Working Conditions
Home-based workers



social Security
protection

Appendices



Program/Agenda

South Asian Regional Consultation On National Policy For Women Homebased Workers
Dream Land Motel, Islamabad 14-15 October, 2008

Day One 14 October 2008, Tuesday

Registration

Session I

- Chair** **Shandana Khan** *CEO, Rural Support Programme Network*
Ume Laila *Programme Manager, HomeNet Pakistan*
- Background and Purpose of the Workshop
- Renana Jhabvala** *President, HomeNet South Asia*
- Key Note Address on the Future of Home-Based Women Workers of South Asia
- Zulekhan Raisani** - Balochistan
Gulshan Bibi - NWFP
Shahzadi Khoso - Sindh
Huma Nawab - Punjab
- Voices of Home-Based Women Workers
- Address by the **Chief Guest**

Tea Break

Session II

- Chair** **Renana Jhabvala** *President, HomeNet South Asia*
Moderator **Rukhshanda Naz**, *CO Aurat Foundation*
- Experience Sharing by Representative from South Asia:
- India
 - Nepal
 - Sri Lanka
 - Pakistan
- Closing Remarks: Shandana Khan, CEO, RSPN**
- Inauguration of the Resource Mela**

Lunch

Session III

Chair Begum **Mehnaz Rafi**, *Ex MNA, Human Rights Activist*

Women in the Informal Sector of Pakistan: Need for the Policy

Dr Sabur Ghayur

Chairman, Policy Planning Cell , Ministry of Labour, Manpower and Overseas Pakistanis, Islamabad

- Labor Laws in Pakistan for Women in the Informal sector. Identifying the Gaps

Dr. Prof. Aliya H. Khan, *Chairperson Dept of Economics, Quaid-e-Azam University Islamabad*

- Social Protection for Home-Based Workers in the Informal Economy of Pakistan & South Asia

Moderator

Samina Khan,

Executive Director , Sungi Development Foundation

- **Discussion**

Tea Break

End of Day One

Evening Session

The Invisible Force

- Home Workers – Performance by a dancing school
- Screening of a Documentary on Home-Based Women Workers

Dinner

Day Two 15 October 2008, Wednesday

Session IV

Chair

Additional Secretary Ministry of Law

The National Policy for Home-Based Workers of Pakistan

Samina Khan *Executive Director Sungi Development Foundation*

- Process of Policy Development in Pakistan

Tahira Abdullah, *Consultant*

- Draft National Policy for HBWs in Pakistan

Moderator, *Ume-Laila Azhar, Manager HomeNet Pakistan*

- Address by Additional Secretary of Law

Tea Break

Session V

Chair

Ms. Nigar Ahmad

Executive Director HomeNet Pakistan – Aurat Foundation

Follow-Up Plan of Action

- Plan of Action
- Certificate Distribution for the participants of Resource Mela
- Closing Ceremony Board of HomeNet Pakistan

Moderator

Regional Coordinators

Lunch

End of Consultation

Data on Working Women in Pakistan

Table 1. Educational attainment of Males & Females

Education	Total %	Males %	Females %
Less than 1 year	46.2	40.0	71.8
Less than 5 year	3.3	3.7	1.6
5 but < 8 (primary)	15.5	17.1	9.0
8 but < 10 (middle)	11.5	13.4	3.4
10 but < 12 (matric)	12.8	14.5	6.1
12 but < 14 (inter)	4.8	5.3	2.9
Degree	5.9	6.1	5.9

Table 2. Employment of Males & Females

Employment Status	Total %	Males %	Females %
Employees	37.3	40.1	25.7
Employers	0.9	1.1	0.1
Self Employed	35.0	39.8	15.0
Unpaid Family Helpers	26.9	19.1	59.2
	100.0	100.0	100.0

Table 3. Sectors of Employment for Males & Females

Employment by Sector	Total %	Males %	Females %
Agriculture	43.4	37.2	68.9
Industry	20.7	22.1	14.9
Services	35.9	40.6	16.2
	100.0	100.0	100.0

Table 4. Percent Distribution of Males & Females
(in Informal Sector) by Region

Years	Urban			Rural		
	Total	Male	Female	Total	Male	Female
1997-1998	67.8	68.1	64.5	63.3	64.0	53.1
1999-2000	65.8	65.8	65.7	63.8	64.1	60.7
2001-2002	64.6	64.7	63.0	61.1	61.1	60.7
2003-2004	70.0	70.4	65.7	67.2	67.8	61.6
2005-2006	72.9	74.2	71.2	71.0	71.2	69.1

Table 5. Percent Distribution of Employees by nature of work

Nature of work	Total	Males	Females
Regular paid	55.3	57.2	43.5
Casual paid	26.8	28.3	16.9
Piece rate paid	17.9	14.5	39.6
	100.0	100.0	100.0

Relevant Material, Research and findings on HBWs

There are over 300 million home-based workers in the world. In South Asia, there are about 50 million home-based workers, out of whom 80% are women. Of the total working population, in Pakistan, 80% are employed in the informal sector, of which more than 50 % are women. Among the women working in the informal sector, 80% are home-based workers.

There exists no authentic statistical data on women home-based workers in Pakistan, by one estimate there are 20 million women working in the informal sector in Pakistan of whom 4 to 7 million are women home-based workers. They are among the poorest of the poor. They belong to large families, where almost all family members work and contribute to household income. Hence most start work from the age of 10-12 years. They are illiterate, unskilled or semi skilled, burdened with household chores and family responsibilities as well. They generally perform multiple production activities at one time to ensure regularity of income. Yet they face health problems due to poor working conditions, and poor diets, lack mobility and access to information and assets and are thus heavily disadvantaged in reaching out to markets for the sale of their products.

Since the work of most of these workers requires little or no skill, it is easy for them to get piece-rate work, but they can lose it just as easily, especially if they protest against the rates of wages or the irregularity of work or the delay in the payment of wages. Despite the miserable conditions of work and pitiful wages, when asked what they want, they ask for more work.

They work in their homes or at a workplace near their home that doesn't belong to the employer. They do under no written contract, piece work for an employer, who can be a subcontractor, agent or a middleman or they can be self employed or work for family enterprise. They are working in new economy (assembling micro-electronics) or the old (weaving carpet).

They are not covered under Labor laws of the country thus not eligible for the benefits, including pensions, insurance, safety and health protection and paid leave that are provided to workers in the formal sector.

Mapping of Organizations Working for HBWWs in Pakistan

Women's participation in the informal sector in Pakistan is both large and growing rapidly. It has grown from being twice the size of the formal sector in 1981, to nearly six times the formal sector in 1987-88 (In 1981, the formal sector employed 36.61% of the female labour force and the informal sector employed 61.38%. In 1987, there was a dramatic change, particularly noticeable in Urban areas, as the formal sector employed 16% of the female labour force while the informal sector employed as much as 84.88%). The shift from labour intensive to capital-intensive industrialization along with low levels of labour absorption in large-scale manufacturing has led to this significant increase in the size of informal labour sector. People of low levels of income cannot afford to remain unemployed and hence enter the informal labour market with its low skill and low capital requirements. The informal sector includes much of the services sector, the construction labour force and women's home-based labour, as well as vendor's hawkers etc. Home-based work, or home work is defined by the ILO in its Convention on Home Work as work carried out by a person (Home-based worker) for remuneration in his or her home or in other premises of his or her choice, other than workplace of the employer.

There is a growing realization among academics and policy-makers alike, of the significance of the informal sector as well as it plays, and can play, in addressing the employment needs of growing labour force. However, there is a dearth of sufficient informal and data concerning the size of informal labour force, employment patterns within this sector, the nature and extent of the kind of activities being undertaken in this sector and specific characteristics of the demographics of the informal sector. This precludes careful articulation of problems and policies. This sector, because of the lack of research done on it and the resulting lack of data about it, is marked by extremely low governmental support (in terms of policies). Unfortunately this trend is replicated in the private sector where institutes (such as banks, financial institutes, credit providing organizations, insurance companies and the like) make no special provisions for this significant sector.

The majority of women employed in the informal sector are engaged in home work (doing piece rate work), micro-entrepreneurship or working in a family business. A study of low-income areas in the metropolitan city, Karachi, revealed that HBWWs were engaged in 300 different types of tasks. In fact, in countrywide study conducted by the World Bank (1989) assessed homework as the most important source of employment after agriculture. The World Bank study estimated that the informal sector employed 70% of the urban labour force and 2 million women. Approximately 1.5 million women were HBWWs with about half working as piece rate workers and the other half as micro-entrepreneurs. The Labour Force Survey (1997-98) estimated that two third of the labour force and about 1 million women were employed in the informal sector. HBWs were not mentioned, however this is not surprising considering that HBWs are invisible and are accounted for in National censuses and statistical studies. This is primarily due to unresolved issues concerning the definition of HBWs and the informal sector, as well as confusion (in the minds of the policymakers) about the quantitative role of these workers in the economy of the country.

A pilot study conducted by the Ministry of Labour & Manpower and Overseas Pakistanis indicated that the informal sector engaged nearly two third of the country's labour force. If this estimate is accurate than statistics documented in the Human Development Report indicate that of the female labour force (of 14 million) a staggering 9.33 million work in the informal sector, most of who, work without any benefits or provisions from the country's economic infrastructure.

Despite the discrepancies in labour statistics it has however become apparent from micro-level studies that for the majority of HBWs, working conditions and the terms of labour are exploitative. While some entrepreneurs can earn a reasonable living, the majority of informal sectors characterized by long working hours for low returns. In the absence of legislation concerning working conditions, minimum wages rates, maternity benefits and social security, there is no legal protection against exploitation.

Middlemen take advantage of the fact that these women work in isolation (in their homes) without support from trade unions or access to market information, making them dependant, on these middle for their work. These women are also generally outside the purview of a range of other services, such as financial schemes, healthcare, childcare etc.

Given the circumstances and the large numbers of the women involved, it becomes essential to organize women in the informal sector and to negotiate on their behalf with the government. Without such an initiative, proper recognition and the social protection measures that accompany this recognition will never reach this significant section of the labour force. The fact that homework is generally carried out in isolation and is invisible to the public explains the absence of representative organizations and the scant

attention devoted to HBWs by the trade union movement. It would be plausible to assume that mobilizing and organizing industrial HBWs. There are however encouraging examples in the form of success stories concerning this sort of mobilization and empowerment, from different parts of the world.

Analysis of Data Collected from Mapping Exercise

The general trends in the data collected point to the fact that most of the organizations working with HBWs work in the 11 main fields advocacy, credit provision, education, gender sensitization, income generation, information provision, publications, research, skill training, social mobilization and welfare. However it cannot be assumed that these programmes necessarily benefit HBWs, who are only one of their target groups. Local CBOs and NGOs can ensure not only the welfare of the individual women but also the empowerment of the HBWs as a community. This change in strategy will also ensure self-reliance and relative security from external factors such as exploitation by middlemen, seasonal fluctuations in product demand, etc. as well as natural development of a new social security mechanism. The old indigenous system, based on family and clan support, gave relief in several financial matters like shared housing and household expenditures, as well as fulfilling the needs of childcare, maternity care and looking after the elderly, sick and the disabled at no extra cost. The need for a modern social security system has increased because the old system is breaking down due to migration to urban Centers and the trends towards nuclear families.

Recommendations

The mapping exercise conducted by Aurat Foundation, the focal point of HomeNet, in all the four Provinces, in Pakistan, has highlighted two important facts

- There are a large number of organizations working for home-workers.
- There are groups of organized and semi organized HBWs with whom theses support organizations are working

The process of forming a network of such organizations has already started with Aurat Foundation as the focal point of HomeNet Pakistan. The recommendations given are addressed to the different types of support organizations working for women home-workers that are social welfare organizations, development organizations and development organizations working on empowerment issues. These organizations vary from community-level groups staffed by volunteers, to large charitable organizations, to organizations working primarily for information sharing and advocacy on rights issues and specifically the following.

- Make HBWs visible;
- Organize HBWs ;
- Increase the productivity of HBWs;
- Improve the regularity of homework;
- Increase earnings of HBWs;
- Provide social security; and
- Lobby for HBWs Rights.

Social Security Research

The problem of bringing home-based workers within the ambit of labour legislation is very complex and does not lend to any straightforward and uncontroversial strategy for legislative reforms. At present, even the extent of the home-based work is not known, efforts to obtain legislative protection remains a priority objectives to ensures benefits for the home-based workers and their inclusion in the mainstream labour force. The existing realities would also have to be considered to some extent in deciding which of the possible legislative options would be feasible in terms of acceptance and implementation. And the possible repercussions on home-based workers of enforcing these laws would also have to be kept in mind. The home-based workers need guarantees with regard to their identity and security as workers, safeguards against exploitation, and welfare measures to improve their conditions.

As a result of the campaign, ran by Aurat Foundation, the focal point of HomeNet Pakistan, in the 1998 Census, women's work in the informal sector was recognized and recorded for the first time in the history of Pakistan. The campaign ensured that women's work in the informal sector was included when the forms were filled.

Labour legislation and Corresponding ILO's Conventions

S. No	Groups	Current Legislation	Corresponding to ILO Convention(s) Ratified by Year
1.	Industrial Relations	Industrial Relations Ordinance, 2002 <i>to be replaced by IRA 2008</i>	i) Right of Association (Agriculture) Convention 1921 C11, Ratified in 1923 ii) Freedom of Association & Protection of the Right to Organize Convention, 1948 C87, Ratified in 1951 iii) Right to Organize & Collective Bargaining Convention, 1949 C98, Ratified in 1952
2.	Employment and Service Conditions	1. The Factories Act, 1934 2. The Industrial and Commercial Employment Ordinance, 1968 3. The Shops and Establishments Ordinance, 1969 4. The Railways Act, 1890 5. The Employment of Children Act, 1991 6. Bonded Labor System (Abolition) Act, 1992 7. The Newspaper Employees (Conditions of Service) Act, 1973 8. Employment (Record of Service) Act, 1951 9. West Pakistan Industrial and Commercial Employment (Standing Orders Ordinance), 1968 10. Control of Employment Ordinance 1965 (All to become part of ESCA)	• Hours of Work (Industry) Convention, 1919 C1, Ratified in 1921 • Night Work (Women) Convention, 1919 C4, Ratified in 1921 • Persons (Industry) Convention, 1919 C6, Ratified in 1921 • Weekly Rest (commerce & Offices) Convention, 1957 C106, Ratified in 1923. • Night Work (Women) Convention (Revised), 1934 C41, Ratified in 1935 • Underground Work (Women) Convention, 1935 C45, Ratified in 1938 • Minimum Age (Industry) Convention (Revised), 1937, C59, Ratified in 1955 • Night Work (Women) Convention (Revised), 1948 C89, Ratified in 1951 • Night Work of Young Persons (Industry) Convention (Revised), 1948, C90, Ratified in 1951 • Equal Remuneration Convention 1951, C100, Ratified in 2001 • Discrimination (Employment & Occupation) Convention, 1919, C111 in 1961 • Forced Labor Convention, 1930, C29, Ratified in 1957
3.	Occupational Safety & Health	• Mines Act 1923 • Factory Acts 1934 • Dock Laborers Act 1934 • The Road Transport Workers Ordinance, 1961	• Workmen's Compensation (Occupational Diseases) Convention, 1925, C18, Ratified in 1927 • Equality of Treatment (Accident Compensation) Convention, 1925, C19, Ratified in 1927 • Protection Against Accidents (Dockers) Convention, 1932, C32, Ratified in 1947 • Labor Inspection Convention, 1947, C81, Ratified in 1953

4.	HRD and TVET Competence	• Apprenticeship Training Ordinance, 1962 • Workers Children Education Ordinance, 1972	• Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983, C159, Ratified in 1994 • Discrimination (Employment and Occupation) Convention, 1958, C111, Ratified in 1961 • Tripartite Consultation (International Labor Standards) Convention, 1976, C144, Ratified in 1994
5.	Social Safety Nets/ Social Security	• Provincial Employees Social Security Ordinance, 1965 • Excise Duty on Minerals (Labor Welfare) Act, 1967 • Workers Welfare Fund Ordinance, 1971 • Employees Old Age Benefits Act, 197 To be part of under preparation Workers Welfare and Social Safety Act 2008	i) Equality of Treatment (Social Security) Convention, 1962, C118, Ratified in 1969
6.	Wages/ Remunerations	• The Minimum Wages Ordinance, 1961 • The Newspaper Employees (Conditions of Service) Act, 1973 • Minimum Wages for Unskilled Workers Ordinance, 1969 • Employees' Cost of Living (Relief) Act, 1973 • Punjab Employee Special Allowance (Payment) Act, 1988 • The Payment of Wages Act, 1936 • The Minimum Wages Ordinance, 1961 • The Companies Profits (Workers' Participation) Act 1968 • The Newspaper Employees (Conditions of Service) Act, 1973	• Equality of Treatment (Social Security) Convention, 1962, C118, Ratified in 1969 • Tripartite Consultation (International Labor Standards) Convention, 1976, C144, Ratified in 1994

ILO's Home Work Convention, 177

C177, 1996

Preamble

The General Conference of the International Labour Organization,

- Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Eighty-third Session on 4 June 1996, and
- Recalling that many international labour Conventions and Recommendations laying down standards of general application concerning working conditions are applicable to homeworkers, and
- Noting that the particular conditions characterizing home work make it desirable to improve the application of those Conventions and
- Recommendations to homeworkers, and to supplement them by standards which take into account the special characteristics of home work, and
- Having decided upon the adoption of certain proposals with regard to home work, which is the fourth item on the agenda of the session, and
- Having determined that these proposals shall take the form of an international Convention; adopts, this twentieth day of June of the year one thousand nine hundred and ninety-six, the following Convention, which may be cited as the Home Work Convention, 1996.

Article 1

For the purposes of this Convention

- (a) the term [home work] means work carried out by a person, to be referred to as a homeworker,
 - (i) in his or her home or in other premises of his or her choice, other than the workplace of the employer;
 - (ii) for remuneration;
 - (iii) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions;
- (b) persons with employee status do not become homeworkers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces;
- (c) the term [employer] means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity.

Article 2

This Convention applies to all persons carrying out home work within the meaning of Article 1.

Article 3

Each Member which has ratified this Convention shall adopt, implement and periodically review a national policy on home work aimed at improving the situation of homeworkers, in consultation with the most representative organizations of employers and workers and, where they exist, with organizations concerned with homeworkers and those of employers of homeworkers.

Article 4

The national policy on home work shall promote, as far as possible, equality of treatment between homeworkers and other wage earners, taking into account the special characteristics of home work and, where appropriate, conditions applicable to the same or a similar type of work carried out in an enterprise. Equality of treatment shall be promoted, in particular, in relation to

- (a) the homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations;
- (b) protection against discrimination in employment and occupation;
- (c) protection in the field of occupational safety and health;
- (d) remuneration;
- (e) statutory social security protection;
- (f) access to training;
- (g) minimum age for admission to employment or work; and
- (h) maternity protection.

Article 5

The national policy on home work shall be implemented by means of laws and regulations, collective agreements, arbitration awards or in any other appropriate manner consistent with national practice.

Article 6

Appropriate measures shall be taken so that labour statistics include, to the extent possible, home work.

Article 7

National laws and regulations on safety and health at work shall apply to home work, taking account of its special characteristics, and shall establish conditions under which certain types of work and the use of certain substances may be prohibited in home work for reasons of safety and health.

Article 8

Where the use of intermediaries in home work is permitted, the respective responsibilities of employers and intermediaries shall be determined by laws and regulations or by court decisions, in accordance with national practice.

Article 9

1. A system of inspection consistent with national law and practice shall ensure compliance with the laws and regulations applicable to home work.
2. Adequate remedies, including penalties where appropriate, in case of violation of these laws and regulations shall be provided for and effectively applied.

Article 10

This Convention does not affect more favourable provisions applicable to homeworkers under other international labour Conventions.

Article 11

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 12

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.
2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 13

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 14

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated by the Members of the Organization.
2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Article 15

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 16

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 17

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides:
 - (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 13 above, if and when the new revising Convention shall have come into force;
 - (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 18

The English and French versions of the text of this Convention are equally authoritative.

Legislative Response Key Issues and Steps Taken/ Underway

Labour Policy 2002

- Promotion of social dialogue;
- Consolidation, simplification and rationalization of labor laws;
- Human resource development;
- Combating child labor and bonded labor;
- Social safety (security);
- Gradual extension of labor welfare laws to informal sector & home based work; and
- Elimination of gender discrimination & promotion of gender equality.

Labour Inspection Policy 2006

- To outline a range of new and innovative approaches to labor inspection work that are flexible, transparent, fair and impartial, and make the best use of limited inspection resources;
- To support the extension of inspection activities beyond formal sector enterprises to ensure that labor protection services are made available to all workplaces in all sectors, including Pakistan's large and labor intensive informal economy; and
- To encourage the involvement of private sector in the provision of labor inspection services through licensing and accreditation arrangements.

Labour Protection Policy 2006

- Employment and Service Conditions Bill;
- Uniform application on all establishments irrespective of size, business. etc;
- Written contract to all workers employed for more than 1 month specifying terms of employment;
- Special provision for contract labor, both employed by or through the contractors;
- Inclusion of construction workers in the ambit of law;
- Registration of contractors as an establishment to assure coverage of contract worker;
- Establishment of tripartite Minimum Wage Council;
- Extension of law to the sub-contractors for coverage of workers;
- Re-classification of workers and recognition of part time workers;
- Payment of advances to the workers in certain cases;
- Prohibition to pay below the minimum rate of wages;
- Priority of wages over other debts in case of closer of establishment;
- Increased protection for workers and improve their working conditions, leading to increased motivation; and
- Progressively extend protection and improvements not only to workers operating under formal contracts of employment, but also some aspects of protection to self-employed persons, agricultural workers, informal economy workers, contract workers, seasonal workers, and home workers ... social security & OSH priority.

Employment and Service Conditions Bill 2008 (circulated for stakeholders' comments)

Industrial Relations Bill 2008 (Currently in the Parliament)

Classification of Labor laws (underway)

(DRAFT)

**NATIONAL POLICY ON
HOME-BASED WORKERS**

GOVERNMENT OF PAKISTAN

MINISTRY OF WOMEN'S DEVELOPMENT

in collaboration with

**MINISTRY OF LABOUR, MANPOWER
& OVERSEAS PAKISTANIS**

Table of Contents

- I. Introduction
- II. Guiding Principles
- III. Main Objectives
- IV. Key Policy Measures
- V. Rights & Entitlements
- VI. Roles & Responsibilities
- VII. Implementation & Enforcement
- VIII. Coordination & Monitoring

I. Introduction

The National Policy on Home-based Workers, framed by the Government of Pakistan, is intended to guide and support the Provincial and Local Governments of Punjab, Sindh, North-West Frontier Province (NWFP), Balochistan, Azad Jammu and Kashmir and the Northern Areas, in developing their own strategies, plans and programmes for the protection and promotion of the rights and benefits of home-based workers, particularly women home-based workers.

This Policy is the result of several stakeholder consultation meetings held at the provincial and national level with Home Based workers, in addition to several working group meetings of experts representing the federal, provincial and local governments and representatives of civil society organizations and networks working for the cause and welfare of home-based workers in Pakistan.

The Government recognizes its obligations under the Constitution and believes that the National Policy on Home-based Workers is inspired by the vision of an egalitarian society, which is free of exploitation and coercion, and where all citizens are equal before law and enjoy equal rights to lead their lives with dignity and self-respect.

The Government recognizes that there 8.52 million home based workers in the country. The proportion of women workers in the home-based based sector is 65% in contrast to only 4% of all male workers who are home-based workers. These home based workers contribute to the country's economic growth. Pakistan accounts 80% of the world's match-grade footballs and earns nearly \$50 million in foreign exchange from this industry alone.

Most of these women home-based workers, who represent 60% of women workforce in the country, are piece rate workers involved in manufacturing and post-manufacturing tasks such as embroidery, carpet weaving and handlooms, wood work and other handicrafts, bangle making, dates cleaning and packing prawn peeling and packing and many other similar tasks.

The women home-based workers usually come from the poor, lower or lower middle income background and form various age groups and possess very little or no education at all. Young girls of age 6 to 14 are working and helping their mothers in making and finishing the tasks assigned to them by the middleman against extremely low remuneration while working 12-16 hours daily under conditions that are frequently harsh, unhealthy, and hazardous.

The Government of Pakistan, however, realizes that currently the workers in the informal economy as well as in the home-based sector are not covered by any labour rights /labour standard legislation nor the definition of the “home-based worker” is part of any statute. Therefore, terms of working conditions of the home-based workers are not regulated by any law or regulation. Labour protection, social security coverage and provision of safety and health services and benefits are not extended to the informal sector, including the home-based sector. Therefore, they are unable to access the services, facilities, rights and benefits, including a fair remuneration under national laws.

The Government of Pakistan has endeavoured to lay down a policy framework on the key elements relating to legislative and administrative measures necessary to ensure the fulfilment of rights and benefits of home-based workers, the responsibilities of the Federal, Provincial and Local Governments and other key stakeholders, within the ambit of guiding principles and core objectives of this Policy.

The National Policy on Home-based Workers has also provided an outline of institutional mechanisms for the implementation of measures to be undertaken for the welfare of home-based workers, which will be elaborated in more detail and specificity through the formulation of Action Plans, to be prepared by the provinces. The Policy has earmarked a key role for the Local Governments in the implementation of the Policy.

The Government, in accordance with its Constitutional obligations and international commitments, hereby reiterates its commitment to addressing the concerns of Home-Based Workers (HBWs) on a priority basis, immediately within the resources at its disposal, and subsequently through further resource mobilization, in a collaborative, consultative and coordinated manner.

The Government would like to pursue the objectives of this Policy within the regional framework of SAARC and while recognizing that the South Asian region is a key area for organizing home based-workers due to their high numbers and numerous constraints. Therefore, a number of associations and networks working for the cause of the home-based workers, particularly women home-based workers, exist in this region, including Pakistan. The Government would like to reiterate its willingness to working with them to protect and promote the rights of home-based workers.

The Government is cognizant of the fact that the ILO has been providing technical assistance to Pakistan in various fields of its competence and concern such as implementation of international labour standards through national law development, and other policy measures in addition to women workers' rights, equality and non-discrimination at the workplace, elimination of child labour and prevention and elimination of bonded labour etc. The Government would like to continue and strengthen this relationship with ILO and other relevant regional and international organizations and bodies of the United Nations, such as UNIFEM.

There have also been several policy initiatives such as development of Labour Policies 2002, 2006 and 2007 under successive governments; and a number of institutions were established and put into operation in Pakistan to provide vocational training to women throughout the country. The successive governments also established several national institutes for labour management and administration to improve the working conditions of the working people of Pakistan. The government would like to further strengthen these policies and institution with the intent to extend their mandate and scope to the home-based workers.

The Government, while cognizant of the harsh and painful realities faced by the home-based workers, particularly by the women home-based workers, due to the high and increasing levels of poverty and food insecurity, believes that a cautious and phased approach is required to the elimination of home-based girl-child labour through consistent efforts in collaboration with other ongoing programmes and initiatives to end the worst forms of child labour, exploitation and bonded labour.

The Government has reaffirmed its commitment to bring the laws and regulations concerning home-based workers in Pakistan into conformity with the common standards and principles developed by international human rights treaties and ILO Conventions; and ratify the ILO Convention on Home Work, C177, along with the adoption of ILO R-198 Recommendation on the Employment Relationship (2006), which prescribe the 'definition of home-based worker' and call for equal treatment with home-based workers in relation to other wage earners performing the similar work.

II. Guiding Principles

The Government recognizes its Constitutional obligations and believes that the National Policy on Home-based Workers will be inspired and guided by the principles as enshrined in the following Articles of the Constitution of Pakistan:

1. Equality and Non-Discrimination:

- All citizens are equal before law and are entitled to equal protection of law [Article 25 (1)]
- There shall be no discrimination on the basis of sex alone [Article 25 (2)]

2. Elimination of Exploitation:

- The State shall ensure the elimination of all forms of exploitation and the gradual fulfilment of the fundamental principle, from each according to his ability to each according to his work (Article 3)

3. Empowerment of Women:

- Steps shall be taken to ensure full participation of women in all spheres of national life [Article 34]
- Nothing in this Article shall prevent the State from making any special provision for the protection of women and children [Article 25 (3)]
- The State shall make provisions for just and humane conditions of work, ... and for maternity benefits for women in employment [Article 37 (e)]

4. Social and Economic Well-being of the People:

- The State shall provide for all citizens, within the available resources of the country, facilities for work and adequate livelihood with reasonable rest and leisure [Article 39 (b)]
- The State shall provide basic necessities of life, such as food, clothing, housing, education and medical relief, for all such citizens, irrespective of sex, caste, religion, creed or race, as are permanently or temporarily unable to earn their livelihood on account of infirmity, sickness, or unemployment [Article 39 (d)]
- The State shall promote, with special care, the educational and economic interests of backward classes or areas [Article 37 (a)]

5. Freedom of Association:

- Every citizen shall have the right to form associations or unions, subject to any reasonable restrictions imposed by law in the interest of sovereignty or integrity of Pakistan, public order or morality [Article 17]

The Government shall also endeavour to fulfil its binding international commitments arising from the State's ratification of the International Covenant on Social, Economic and Cultural Rights (ICESCR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Child Rights Convention (CRC), and the relevant ILO Conventions, such as C100 and C111.

III. Main Objectives

The Government will take steps to ensure /guarantee to attain the following objectives within the broad parameters of the National Policy on Home-based Workers, through legislative and administrative actions in cooperation and coordination with the Home-based Workers themselves, and the various other stakeholders in the public, private and non-governmental sectors, in pursuance of its fundamental responsibility to reach out to and address the concerns of this most exploited segment of Pakistani society.

The main objectives of the National Policy on Home-based Workers are:

- to recognize and accept Home-based Workers as workers in their own right through legislative and administrative actions;
- to accord legal equality to Home-based Workers in status and rights in relation to other wage earners performing the similar work;
- to focus on the needs, concerns and demands of Women Home-based Workers through an institutional approach of gender mainstreaming at all levels;
- to increase the remuneration of Home-based Workers to a just, decent and living wage in phases and in consideration of the inflationary trends in the country;
- to make the work of Home-based Workers economically viable by creating, facilitating and regulating the marketing opportunities of their products;
- to ensure the application of all rights and entitlements to Home-based Workers available to other wage earners performing similar work, including comprehensive social protection, as well as safe and fair conditions of work for them;
- to provide Home-based Workers visibility and the opportunity for an organized voice to articulate their concerns and demands through registration as collective bargaining agent on behalf of co-workers;
- to work in collaboration with Provincial and Local Governments to implement the aims and objectives of the Policy in a participatory, transparent and accountable manner;
- to work in close collaboration with all stakeholders, including representatives of the HBWs, non-government and community-based organizations, the trade unions, local and national networks of NGOs in pursuance of the objectives of this National Policy;
- to bring into conformity the laws and regulations relating to Home-based Workers with the international treaties to which Pakistan is a State Party; and to undertake measures for ratification of the ILO Convention on Home Work (C177).

IV. Key Policy Measures

The National Policy for Home-based Workers with the focus on women home-based workers will be based on the following key policy measures:

1. Definition and Equality of Legal Status;
2. Equality of Treatment and Wages;
3. Skills Training Enhancement;
4. Access to Credit, Land Ownership and Assets; and
5. Access to Marketing Channels and Linkages.

The Federal, Provincial and Local Governments shall ensure, in collaboration with other concerned stakeholders, to provide HBWs an equality of legal status, a fair arrangement of terms and conditions at workplace with just reward of work in terms of remuneration, in addition to building their skills and creating and facilitating their access to credit schemes and market outlets.

1. Definition and Equality of Legal Status:

The Federal and Provincial Governments shall take appropriate legislative and administrative action to accord equality of legal status to Home-based Workers in relation to other wage earners, who perform similar work to ensure a decent living wage; and define through enactment or notification the following definitions in relevant laws and regulations:

The Government of Pakistan shall recognize that Home-based Workers are a special category of workers; and that Home-based Worker is:

- (a) a person who works within the home boundaries, or in any other premises of his/her choice, but excluding the premises of the employer's or contractor's workplace;
- (b) a person who works at home for remuneration or monetary returns;
- (c) a person who is self-employed or does piece-rate, own-account, or contract work, which results in a product or services as specified by the employer/contractor.

Explanation:

- i) The above-said definition of Home-based Worker does not include:
 - (a) a person with employee status who occasionally performs his/her employee work at home, rather than at his/her usual workplace;
 - (b) a home-based worker who has the degree of autonomy and of the economic independence necessary to be considered an independent self-employed worker under national laws, regulations or court decisions;
 - (c) a domestic worker, since he/she does not work in his/her own home;
 - (d) a person working, outside his/her home boundaries, in the rural or non-formal sectors of agriculture, livestock, forestry, fisheries, etc., since he/she is still termed as “unpaid agricultural family helper”.
- ii) The Government shall enact and notify the following term of the 'employer' in the specific context of home-based work in relevant laws and regulations; and that the employer in this context is:
 - (a) a person, natural or legal, who either directly or through an intermediary/ies or “middleperson/s” whether or not intermediaries are provided for in national legislation, gives out home-based work in pursuance of her/his business activity;
 - (b) a person who can be an owner, sub-contractor, agent or middleperson, irrespective of who provides the materials, equipment or other inputs used by a home-based worker.

2. Equality of Treatment and Wages:

The Federal and Provincial Governments shall take steps through appropriate legislation and administrative measures to ensure that HBWs are provided equality of treatment, in all areas of work and

remuneration, with other wage earners who perform similar work at the workplace.

The governments and concerned institutions and individual, including employers, shall take appropriate measures to ensure that home-based workers earn a decent living wage and:

- (a) that all rules and regulations, common standards and entitlements available to all wage earners performing work similar to home-based workers, under existing national laws and regulations, shall be applicable to HBWs;
- (b) that HBWs are not forced to work disproportionately longer hours than all wage earners performing work similar to home-based workers;
- (c) that employers and sub-contractors (“middlepersons”) shall utilize the services of HBWs only with prior written contracts, just the same as for employees working at the workplace, with comparable remuneration, terms and conditions;
- (d) that the minimum wage of the HBWs is brought at par with the minimum wage of all wage earners performing work similar to home-based workers in three phases: firstly, by immediately rectifying their current remuneration which is around three times less than the minimum wage of other similar wage earners; and thus, facilitating to increase the minimum wage for the home-base workers to a subsistence level; secondly, in the next phase, the Government shall work in a quadripartite manner, to ensure a decent and living wage for HBWs taking into consideration the current inflationary trends and; in the third and final phase, the Government and employers shall work together to ensure a fair wage, to enable the HBWs to improve their family's nutrition, health and education status, as well as to upgrade their homes, which are their workplaces, in order to make them more hygienic, safe and comfortable.

3. Skills Training Enhancement:

The Federal, Provincial and Local Governments will ensure in collaboration with other concerned stakeholders that skills training enhancement initiatives for home-based workers are undertaken on an outreach basis to their villages and urban slum settlements to address the constraints of mobility and poverty and the triple burden of work in the context of women home-based workers. The tendency to forcibly bring HBWs to designated working centres in urban or peri-urban areas will be discouraged.

The traditional skills, wishes and needs of the Home-based Women Workers shall be kept paramount in all skills training programmes. The two main objectives shall be:

- (i) to upgrade the capacity of Home-based Women Workers with skill upgradation, improved designs, consistent quality control, product innovation and development, and;
- (ii) to revive the traditional handicrafts heritage and the desire to revive and sustain dying arts and crafts as a means of livelihood.

4. Access to Credit, Land Ownership and Assets:

The Federal and Provincial Governments shall further endeavour to see that HBWs, particularly the Home-based Women Workers, gain easy access to comparatively cheaper credit through several ongoing programmes in the public, private and NGO sectors, e.g. by using group guarantees, revolving funds, cooperative initiatives, profit and loss sharing and other innovative mechanisms.

The Federal and Provincial Governments shall endeavour to link and coordinate the uplift drive for HBWs, particularly for the Home-based Women Workers, with the poverty reduction and gender mainstreaming strategies at the macro-economic level, through:

- (a) the transfer and creation of permanent assets, especially women's ownership of land, through joint spousal title deeds of state-distributed lands to e.g. small farmers/tenant farmers and;
- (b) the reform and enforcement of inheritance law to ensure that women receive their due share, and affirmative measures result in their economic well-being.

5. Access to Marketing Channels and Linkages:

The Federal, Provincial and Local Government, in collaboration with concerned institutions and agencies, shall lay particular emphasis in streamlining the issues of easy access to markets for the products of the HBWs as they are mainly deprived of the fruit of their labour in this area through the malpractices of the 'intermediaries' and 'middlepersons'.

The Governments shall work at three levels:

- (a) within the public sector line agencies, e.g. the Ministry of Industries, Production & Special Initiatives, Ministry of Trade & Commerce and Ministry of Social Welfare amongst others;
- (b) with the private-for-profit sector industry, to ensure that HBWWs are provided access to marketing channels, as well as the two-way linkages and networks required to avail them; and
- (c) with national and international networks of HBWs, to directly and collectively promote their own enterprises, thereby excluding the current unjust practice of intermediaries and middlepersons cutting into their already too low remuneration.

The Governments shall promote the HBWs' production of non-industrial handicraft goods through purchase and utilization in public sector offices as affirmative action (e.g. public sector office furniture, furnishings, fixtures, stationery items, official awards, prizes and gifts).

V. Rights & Entitlements

The Home-based Workers will enjoy the core labour standards along with the following rights and entitlements in addition to all rights and benefits available to other wage earners performing the similar work, under the existing or any futuristic laws and regulations:

1. Right of Association and Collective Bargaining:

The home-based workers shall have the right to organize, unionize, associate, and bargain collectively, in addition to their fundamental rights to freedom of assembly, freedom of speech and freedom of movement. Employers and intermediaries shall not be permitted to intimidate or threaten them with loss of livelihoods or social security benefits or sexual harassment or gender-based violence.

The associations or unions of the home-based workers shall have the right to join the networks and umbrella organisation or the existing federations or trade unions of other wage earners or workers to raise

a collective voice for themselves The Government shall encourage and facilitate such national networks to fulfil their role as coordinating entities and to promote the registration and insurance procedures for them.

2. Health and Occupational Safety Standards at Workplace:

The Government, working with the national networks of HBWs, shall endeavour to convince large, medium and small industry owners and business owners, employers and their intermediaries/sub-contractors to ensure the home-based workers' right to health and occupational safety through the provision and use of protective clothing, such as masks, gloves, goggles, and by minimizing occupational safety hazards of respiratory, eye and skin diseases. Alternate practices should be introduced in hazardous sectors such as bangles, carpet weaving and fisheries.

The Federal, Provincial and Local Governments shall endeavour to extend the laws pertaining to Occupational Safety and Health (OSH) for the formal labour to HBWs. The Government shall also take steps to provide women home-based workers with basic and reproductive health care, HIV/AIDS prevention care, VCT and mother and child health care through the Employees Social Security Institutions' and other available health outlets. The women home-based workers shall be brought under the purview of any existing or proposed legislation on sexual harassment at workplace and domestic violence against women.

3. Social Security Benefits:

The Government shall strive to extend the social security benefits currently applicable only to workers in the formal organized sector of employment to the home-based workers through enactment or amendment in the laws relating to Employees Social Security Institutions in the provinces.

The benefits under laws include (but are not limited to) the following: old-age pension funds, workers welfare funds, general and reproductive health services for workers and their families, maternity care, child care and education, death, disability and accident insurance benefits, housing, legal counselling services, and last but not least, support for disaster risk reduction, preparedness, mitigation, reconstruction and rehabilitation. Insurance of HBWs against accident, disability and death shall also be the mandatory responsibility of the employers.

4. Literacy, Basic and Adult Education:

The Government shall take a holistic view of the educational needs of HBWs, particularly of women workers and girl child workers, and shall address them together. Basic functional literacy and numeracy shall be introduced alongside the above-cited skills training programmes for HBWs, through the collaboration of the Ministry of Education.

The Government shall make efforts to persuade the mothers and fathers among the HBWs to enrol their children and especially daughters in regular schools of the Ministry of Education or non-formal education classes through the Ministry of Social Welfare. The Federal and Provincial Governments shall undertake appropriate legislation for the provision of, and access to, universal, compulsory and free education for the children of HBWs.

5. Registration of Home-based Workers:

The Government shall devise a mechanism for the mandatory and free registration of all HBWs, in all public and private sectors of the economy, especially industries, through a tiered system at the Federal, Provincial, District, Tehsil/Taluka and Union Council levels. The details of this mechanism will be formulated in consultation with all the relevant federal line Ministries and provincial Departments, in order to avoid duplication and to promote coordination. Registration will automatically entitle HBWs to social protection and insurance provisions.

VI. Roles & Responsibilities

1. Gender-Disaggregated Data Collection and Research:

The Federal and Provincial Governments shall undertake appropriate measures to include home-based workers in the decennial Population Censuses, annual Labour Force Surveys, and all other national data collection exercises, which will be disaggregated by gender and rural-urban location, especially all research on living standards and poverty measurement. In addition, the data base will include provisions for documenting the various paid work of HBWWs such as their contribution in agriculture, construction, mining or brick kiln sectors.

The Ministry of Labour, Manpower and Overseas in collaboration with Ministry of Women's Development will ensure that these measures are taken and institutionalized within the Population Census Organization, Federal Bureau of Statistics, and other data collection and research institutions. For the forthcoming Census 2009, it will be ensured that a column on HBWs is added to the data enumeration form, as follows: "place of work (f/m)".

2. Ensuring Resources and Gender Budgeting:

The Government shall endeavour to see that all the measures enunciated in this National Policy, as well as the subsequent legislative and administrative measures, including data collection, registration and provision of social security benefits for HBWs, are carried out through budgeting, earmarking, allocation and timely disbursement of funds through the Ministry of Finance. The Government shall also ensure that gender audits are carried out annually, to ensure that gender budgeting is being implemented in both letter and spirit.

The Government shall make efforts to mainstream and institutionalize these activities in each of the respective Ministries/Departments and entities to promote ownership and permanently institutionalized gender-responsive budgeting and auditing in the public sector. This would preclude a wider ownership of HBWs' issues in all the respective Ministries/Departments and entities proposed to be involved in implementing this Policy,

3. Mainstreaming in Policies & Poverty Reduction Initiatives:

The Government shall fulfil its fundamental responsibility to ensure comprehensive Social Protection and Poverty Reduction measures for HBWs, who shall be first in line for public sector poverty reduction initiatives and programmes, such as food stamps, food-for-work, ration cards, and the like. It shall also

mainstream and integrate HBWs' concerns in other relevant Policy documents. This shall be done through revisiting and further engendering the Poverty Reduction Strategy Paper (PRSP-II) of the Ministry of Finance, the Poverty Alleviation Strategy of the Planning Commission (PC), along with the PC's Medium-Term Development Framework (MTDF, 2005-10) and Vision 2030 documents, along with the national Trade, Labour, Employment and Social Welfare Policies, and thoroughly revamping the traditional Bait-ul-Maal and Zakat administration systems for Social Protection, in line with the Government's commitment to achieving the MDGs and adherence to the provisions of the ICSECR, CRC and CEDAW.

4. Regulating Equal and Fair Treatment in Private Sector:

The Federal, Provincial and Local Governments, as well as concerned institutions in public and private sector, shall endeavour to convince industry and business owners, employers and their intermediaries that from their own long-term self-interest perspective, it is their inherent corporate social responsibility to:

- (a) ensure and protect the rights and benefits of HBWs;
- (b) enhance their traditional skills and upgrade their capacities for improved and standardized quality products; and
- (c) provide them decent wages and conducive working conditions.

5. Addressing HBWs' Concerns at Regional and International Forums:

The Federal Government shall take steps to advocate the cause of HBWs at the highest decision-making levels of the South-Asian region and at the United Nation forums. At the South Asian regional level, the Government shall recognize the important role of networks such as HomeNet South Asia, and shall take steps to address HBWs' concerns at the South Asian Association for Regional Cooperation (SAARC) Summit platform for collective decision-making, e.g. the need for urgent ratification of C177 and R198.

At the International level, the Government shall proactively work with the UN agencies, especially the UN Development Fund for Women (UNIFEM) and ILO, as well as the other relevant international development agencies, to bring its labour and employment policies and laws into conformity with those of the relevant international instruments, and shall participate in experience-sharing and learning of best practices pertaining to HBWs, for adaptation and utilization in our own national context.

6. Protecting HBWs from Demerits of Globalization:

The Government shall strive to facilitate retail platforms for the products of HBWs throughout the SAARC region and shall strive to encourage its peer SAARC Governments to collectively negotiate with the OECD countries for preferential or zero tariffs on the South Asian HBWs' products collectively in order to protect the communities of home-based workers in each country from the demerits of the globalization, which are resulting in further exploitation by reduction of wages, flexibilization and feminization of labor, insecurity or termination of work due to cheaper labour easily available elsewhere, and through high tariffs.

The Government shall also endeavour to undertake worldwide Trade Promotion Initiatives specific to home-based products through the Ministry of Trade & Commerce, the Export Promotion Bureau and through the Chambers of Commerce & Industry, thereby bringing HBWs into the mainstream of trade promotion as is currently being done for the formal organized sector products.

7. Ensuring Access to Information and Technological Advances:

The Government shall work cooperatively with the public and private entities, including non-governmental organisations to bring both the hardware and software of information communication technology to HBWs, in order to facilitate the linkages and networks of HBWs and to increase their productivity. The Government shall also work with national networks to encourage the print and electronic media in both the public and private sectors, to focus on the situation and needs of HBWs, particularly the needs of women home-based workers.

The Government shall also undertake special efforts to create, facilitate or provide circumstances whereby the home-based workers are able to benefit from the technological advances, especially the increasing focus on the safety of the tools of their trades, quality-enhancement technology, and labour-and time-saving devices. Since the increasing feminization of poverty is partly also due to women's continuing lack of information on and access to information communication technology, steps shall be taken to overcome these constraints.

VII. Implementation & Enforcement

The main implementing agencies for this National Policy shall work under the mandate of the Provincial Governments in close collaboration with the Local Governments; and they will be guided by the national Plan of Action and their respective Provincial Plan of Action. The Action Plans may also suggest or establish inter-sectoral and inter-ministerial steering group, including representation from the national/Pakistani civil society organisations, at the federal and provincial, to oversee the implementation of this Policy.

1. Plan of Action for Implementation of National Policy:

The Federal and Provincial Governments shall prepare comprehensive Plan of Action for implementing this National Policy on Home-based workers. The Plan of Action shall be widely shared and consultations shall be held at the provincial and national levels to ensure its feasibility and acceptability to all. Once the various stakeholders have endorsed it, its implementation shall start, using time-bound, results-oriented and objectively verifiable indicators.

The national and provincial Plan of Action shall clearly elaborate the rights and benefits of the HBWs, roles and responsibilities of Federal, Provincial and Local Government authorities, in addition to the functions of the other stakeholders. The Plans will also lay down the enforcement mechanisms of implementation of this Policy, particularly regarding access to credit and markets, and the forums and processes of conflict resolution.

2. Inclusion in Labour and Employment Policies and Legislation:

The Government shall undertake a legislative review process of the forthcoming National Employment Policy and the draft Employment and Services Condition Act, 2007, as well as the Labour Inspection Policy (2006), the Labour Protection Policy (2006), the Labour Policy (2002), the Industrial Relations Ordinance (IRO), and ratify ILO convention 177 to include the recognition of HBWs as workers, and the protection of their rights, in accordance with this Policy.

The Government shall ensure that the any such review process and or initiation of new legislative measures will be inclusive and through a quadripartite consultation process, involving the representation of the Employers, HBWs, trade unions and other networks and cooperatives working with HBWs, as well as different entities representing employers, business community and chambers of commerce etc.

3. Dispute and Conflict Resolution Mechanisms:

The Government shall ensure that all existing dispute/conflict resolution institutions of the Ombudsperson, Government tribunals, tripartite mechanisms, Labour Courts, and Local Government systems are explored for this purpose, in a quadripartite consultative manner, involving all the stakeholders. The Government shall also ensure that a grievance reporting and redressal mechanism shall be available to women home-based workers under the existing or forthcoming laws relating to sexual harassment of women at workplace or domestic violence against women, if such an adverse situation arises.

4. Ensuring Participation of Local Governments:

The Provincial Governments shall ensure that elected representatives and officials of the Local Government, particularly women councillors, at district, tehsil/taluka and union council levels, play a key role in the implementation of various measures stipulated in this Policy. The Provincial Governments in collaboration with Local Governments will ensure that councillors make special efforts to identify HBWs in their respective locations, as well as to collect data on HBWs, and also assist in the registration of HBWs, which are the most crucial links in the process. The Plan of Action shall lay special emphasis on the role of Local Governments' systems and representatives for delivering the benefits of this policy to the HBWs.

5. Ensuring Participation of Women Parliamentarians and NCSW:

The Federal and Provincial Governments shall ensure the involvement of women Parliamentarians, at the federal and provincial levels, to facilitate the process of legislative action in the interests of HBWs. The Federal Government shall also encourage and involve the National Commission on the Status of Women (NCSW), as a Permanent Statutory body, in its mandated umbrella watchdog functions, in monitoring the implementation of this National Policy on HBWs, and, where the need arises, also in the above-cited dispute and conflict resolution mechanisms and processes.

VIII. Coordination & Monitoring

1. Institutional Mechanisms for Coordination and Monitoring:

The Federal and Provincial Governments shall set up inter-ministerial and cross-sectoral autonomous bodies, at the federal and provincial level, on the basis of public and private partnership to coordinate the efforts to be undertaken for the implementation of this Policy. These 'Policy Steering and Coordination Committees' shall be empowered to carry out the required overseeing and monitoring of the functions of various stakeholders, including the roles and responsibilities of respective Governments, as well as those of employers or intermediaries of the HBWs.

The Federal Government shall also ensure that mechanisms created or set up for the purpose of this Policy are also linked with the coordinating and monitoring role of the Planning Commission; and the concerns of HBWs are reflected in the Planning Commission's "Social Protection Strategy to Reach the Poor and the Vulnerable", for further strengthening the policy framework for the protection and promotion of the rights and benefits of HBWs.

2. Reporting and Accountability:

The Government shall ensure that Sub-Committees are formed under the inter-sectoral and inter-ministerial 'Policy Steering and Coordination Committees', at the federal and provincial level, to perform the role of reporting and accountability under this Policy. The Sub-Committees, established for the purpose may appoint Focal Persons in the relevant Ministries with the assigned role of maintaining liaison with the private sector stakeholders relating to home-based work and with the networks, trade unions and other associations working with HBWs; and to report back to the Sub-Committees the progress made in pursuance of the objectives of this Policy and the constraints faced during its implementation.

Profile of Speakers

Dr. Sabur Ghayur

*Chairman, Policy Planning Cell
Ministry of Labour, Manpower and Overseas Pakistanis, Islamabad*

Currently based in Islamabad and working as Chairman, Policy Planning Cell, Ministry Labour, Manpower and Overseas Pakistanis, Government of Pakistan, Mr. Sabur Ghayur has rich experience of working with i) International Confederation of Free Trade Unions-Asian Pacific Regional Organisation, Singapore, ii) German Friedrich Ebert Foundation, Pakistan Office, iii) National Manpower Commission, iv) Pakistan Manpower Institute, v) Faculty of Administration, Baghdad-Iraq, and vi) Pakistan Institute of Development Economics.



Dr. Sabur has 34 years of professional experience in the field of management/administration and coordination, research and training/teaching with increasing responsibilities. Since January 2006, major tasks are i) policy formulation in the areas of employment, human resource development (HRD) and overseas migration, and ii) making recommendations in the areas of a) workers' welfare/pension funds, b) other social security instruments, and c) simplification and classification of labor laws.

The first National Employment Policy (NEP), prepared under his overall supervision, is based on a consultative process with stakeholders in over 12 cities as well consultative meetings with the Provincial Governments and different Federal Ministries. The National Migration Policy draft has been prepared and widely circulated to stakeholders seeking comments and suggestions for improvements. The work on the HRD policy has been initiated. Dr. Sabur also prepared draft National Employment Strategy Paper for Timor-Leste as ILO's International Consultant in December 2007 and also undertook a mission of Dili in December 2007. Before January 2006, major work for over 18 years has been in the direction of advocacy, lobbying, policy monitoring and policy dialogue.

He Edited/written eighteen books/reports mostly independently and some jointly. He has written more than eighty research papers/ articles and over seventy of his papers have published. These are in the fields of working conditions, child labor, trade unions, manpower development, employment, international migration, labor market information system, IFIs' policies, education, governance, regional cooperation, and social dimensions of globalization and regionalization.

Dr. Aliya Hashmi Khan,

*Professor & Chairperson Department of Economics,
Quaid-i-Azam University, Islamabad*

She holds a Masters degree in Economics from Quaid-i-Azam University, Islamabad, a Masters degree in Social Sciences from the University of Chicago and a PhD in Economics from the University of Illinois at Chicago. She joined the Department of Economics, Quaid-i-Azam University in 1987 and is currently Professor and Chairperson of the Department of Economics at Quaid-i-Azam University.



Her main areas of interest in teaching and research include Labour Economics, Human Resource Development and Macroeconomics. She has also worked on deputation at the Federal Ministry of Labour (as Deputy Chief in the Central Labour Advisor Unit from 2002-2003) on issues of labour policy and labour legislation and maintains active collaboration with the government institutions and international organizations, especially the International Labour Organization (ILO) in the capacity of an academic resource person for various macroeconomic and labour related policy & legislative reform issues as well as capacity building & training initiatives.

As an academician, researcher and social scientist, she is deeply interested in contributing towards the development and implementation of socio-economic policy frame-works, which, impact and influence the world of work at the national, regional and global level.

Ms. Tahira Abdullah

She is peace activist working in the field of poverty reduction and sustainable socio-economic development, with a particular focus on gender issues. She volunteers as a strongly committed activist in people's movements for women's empowerment, human rights and peace, both nationally and beyond.



Dr. Quratulain Bakhteari

Director IDSP-Pakistan

She completed her Ph. D. in 1987 from University of Technology Loughbrough England. The research was based on her sanitation work. The model was replicated in Quetta's low-income areas in Balochistan having 3,000 pit latrines by 1991.

She was invited by Government of Balochistan to help in promoting girls education. Through young community organizers and a detailed process of community support, the first public private model of Balochistan emerged and produced 2,000 schools increasing enrolment from 17% to 28% by 1997. IDSP's concept emerged from the above-mentioned practices and experiences. The main objective was to conclude all her experiences in to courses for the young people; isolated, inexperienced and excluded young people. Her aim is to create self- development processes by serving the communities. Dr. Quratulain's own mission continues with the youths of Pakistan and development of their community through them.



Ms. Nigar Ahmad

A prominent Economist and Political Activist, Ms. Nigar Ahmed did her BA (Hons) Economics, from Cambridge University, England in 1970 (Commonwealth Scholar). She is the Executive Director, Aurat Foundation since 1986 and also the Executive Director of HomeNet Pakistan. The Aurat Publication and Information Service Foundation is a civil society organization for women's empowerment through information and advocacy, involving a countrywide network of citizens groups and other activists.

She is the Project Director for a number of projects undertaken by Aurat Foundation for

- Mobilizing women candidates for local government elections, (2001)
- Awareness raising for activists across the country on the implications of the WTO, and TRIPS, (1999)
- Awareness raising for eliciting correct information on women's work during the Fifth National Census, (1998)
- Organizing district level networks of citizens action committees in 70 districts of Pakistan as activist support groups for women in their districts, (1997-to date)
- Political education of activists and political party women to strengthen their participation in political processes and decision-making in Pakistan (1995-to date)
- Putting women on the electoral agenda of General Elections in Pakistan, (1993, 1997)
- Research on women workers in the informal sector in Pakistan, (1988, 1998)
- Organizing national conferences for peasant women and radio programmes on agriculture technologies and health for peasant and other rural women, (1993, 1994, 1997)

Member, National Commission on the Status of Women, (August 2000-July 2003)

Member, Working Group, Women's Development Programmes, Eighth Five Year Plan, 1992



Begum Mehnaz Rafi

Ex-member of National Assembly, Political and Social activist, Begum Mehnaz Rafi is Vice- President; Pakistan Muslim League. She is one of the founder members of the Women's Action Forum (WAF). She remained Chairperson of the Women Right Commission, Member of Legislative Watch Group, Chairperson Human Rights Committee, Pakistan Muslim League. During her tenure in 2003, she visited Katmandu South Asian Leadership Program. In 2005, she visited UN General Assembly Women Commission Annual summit. In 2006 attend the EPU meeting in Geneva. In 2006 accompanying the Prime Minister entourage she visited the SAARC countries and in 2007 represented Pakistan in the Delhi Policy Conference.



Profile of Homenet Pakistan

HomeNet, Pakistan is a network of organizations working for the recognition and labour rights of home-based workers. It got registered under the Societies Registration Act on November 2nd, 2005. HNP is a member of HomeNet, South Asia, set up by UNIFEM, WIEGO and HomeNet International. Other members of HomeNet South Asia are HomeNet Bangladesh, HomeNet India, HomeNet Nepal and HomeNet Srilanka.

It has over 400 member organizations all over the country that includes community organizations, non-governmental organizations, micro finance organizations and research Institute, with over fifty thousand home-base workers associated with them. The network of HomeNet Pakistan also includes in its network, Rural Support Programme (Government of Pakistan supported programme) working with approximately 400,000 women home-based workers, in Pakistan.

HomeNet Pakistan believes that home-based workers should not only be seen as poor women, deserving charity and some welfare schemes. They should be recognized as workers. They must be seen as producers. Their productivity has to be increased with skill development training, improved technologies, access to credit and direct access to the market. They also need to be adequately reflected in the statistics and recognized as workers in the labour laws of the country, thus making them eligible for all benefits provided to workers in the formal sector.

HomeNet Pakistan gathers and repackages Information about international best practices, governmental and non-governmental programmes, the home-base workers and their organizations for larger dissemination. It undertakes advocacy with public representatives at all levels and with government policy makers and planners for the development of a National Policy for home-based workers, giving minimum protection that includes the right to organize, minimum remuneration, occupational health and safety, statutory social protection, maternity & childcare, skill development and literacy programme. It is developing a network among women home-based workers and organizations working with home-based workers and facilitates their cross learning and cooperation to empower women home-base workers. It also facilitates learning opportunities for home-based workers and organizations working with home-based workers.

Objectives of HomeNet Pakistan

1. Organizing women home based workers;
2. Collecting Statistics on women home based workers;
3. Recognizing them as “workers”;
4. Enhancing their productivity, quality of work, marketing skills and access to credit;
5. Providing Social Security; and
6. Ratification of ILO's C-177.

Four Areas of Work

1-Information development and dissemination

- Newsletter;
- Pamphlets, Bulletins; and

- Research (Mapping Exercise, Social Security Research 1988, 1997, 2004).

2-Advocacy

- For better legislation;
- Enabling environment;
- Policy implementation;
- ILO 177 ratification;
- Recognition of women informal work;
- Social Protection; and
- Allocation of resources.

3-Networking

- Linkages building with Government , NGOs ,Media & Public Representatives;
- Building support structure; and
- Gatherings and assembling of organizations and HBW.

4-Capacity Building

- Skill Training workshops;
- Melas or Exhibitions;
- Legal Awareness;
- Marketing , accesses to resources; and
- Leadership and communications.

What HNP Offers to Home-based Workers

- Skill training workshops;
- Legal awareness workshops;
- Direct marketing opportunities through Melas;
- Accesses to credit organizations;
- Accesses to markets;
- Access to information;
- Training; and
- Linkages building.

South Asian Declaration on the Rights of Home-Based Women Workers

Islamabad, 14-15 October 2008

We, the representatives of Civil Society organizations, Networks of Home-based Workers, trade unions, NGOs and representatives from Bangladesh, India, Nepal and Sri Lanka, who met at Islamabad at the South Asian Regional Consultation on 14-15 October 2008, at the South Asian Consultation, jointly organized by HomeNet Pakistan, HomeNet South Asia, Aurat Foundation, SUNGI Development Foundation, UNIFEM and ILO, proclaim that all home-based women workers working as piece rate workers, own account workers and self employed are entitled to universal labour rights and standards as envisaged in the ILO Conventions and other international human rights instruments.

After having deliberated on the situation of home-based women workers and their concerns, and after sharing experiences and best practices for the fulfillment of common objectives relating to the rights of HBW workers, we demand

1. **Formulation of National Policies on Home-based Workers, in consultation with all stakeholders. The key components of the policy include the following**
 - i) Minimum protection, which should include, minimum remuneration, including minimum wages for piece-rated home-based workers; skill development and literacy programmes; occupational health and safety at work place to make it more hygienic, safe and productive.
 - ii) Social protection which could include insurance life and health; access to health care; child care; livelihood assets; pension; disability benefit; maternity benefit; children's educational assistance; housing; legal counseling and support; risk reduction, preparedness and support in time of disaster.
 - iii) Access to market and economic resources including, raw material; technology including information technology; skill training; credit and information; market protection for the products of the home-based workers; enable existing schemes to include poor women's economic institutions to derive equal benefit as the organized sector players.
 - iv) Voice and Governance which should recognize the home-based workers, their rights to freedom of association and collective bargaining; advocate and campaign; promote research and development.
 - v) Access to labour courts should be extended to HBW in case of disputes with 'employers' and 'middlepersons'.
2. **Institutionalize the systematic collection of data on Home-based Workers, their contribution to the national economies and development of a Gender Data Base.**

This will ensure that women Home-based workers are made part of the official statistics by Census and Population computing a value for their work and acknowledging & recognizing their contribution to the economy of their country.

3. **Using globalization and trade opportunities to build better and inclusive markets.**

The International especially South Asian and East Asian region, presents immense market opportunities for Home-based products. Some of the major factors, among others, that need to be addressed to ensure

that HBW benefit from these opportunities are as follows

- Build trade related capacity of Home-based workers through investment in the areas of skill up gradation and fair trade practices;
- Governments of SAARC could negotiate preferential or zero tariffs, with the OECD countries, for goods of home-based workers.

4. Ratification of ILO Convention 177 (1996) on Home Work.

The Ratification of ILO Convention C177 by the all South Asian government is most crucial because it recognizes the importance of this lowest tier of workers most of whom are women and will prove to be part of an effective anti-poverty strategy and decent living.

5. Recognition of Home-based Workers networks as representational bodies at the regional level.

Since the Kathmandu Declaration (2000), great strides have been made in the formation and the development of organizations of Home-based workers and their networks. Homenet South Asia has emerged as a representational body of the organizations working with and for the Home-based workers in the five countries of the region. It has provided a platform for women Home-based workers in the region to link to each other and provide solidarity across barriers. Homenet South Asia needs to be acknowledged as the representational body of Home-based workers in the region and be included in formation of policies, implementation and monitoring of programs concerning all aspect of Home-based workers lives and work. The participants of the two-day consultation would also like to make the following Pakistan specific demands and actions

- Draft National Policy on HBW workers shall be presented before the cabinet for legislation;
- The Pakistani Government and the Ministry of Labor, Manpower and Ministry of Women Development to recognize the importance of home-based workers as contributors to national economy and growth;
- The Government should formulate and ensure implementation of national policies and ratify the ILO Convention C177;
- National Commission on the Status of Women should play a proactive role in the implementation of the National Policy for the Women Home-Based Workers;
- Trade Unions should reach out to home-based workers and include them as members, as well as help them to build their own organizations;
- Organizations of home-based workers should expand their out-reach and initiate collaborative efforts across the country to raise awareness and advocate for the rights of home-based workers, ensure access to services, markets and social protection and work towards their empowerment;
- The private sector and employers should recognize the existence of home-based workers in value chains and to ensure fair wages and social protection to the workers and contribute towards building the capacity and skills of home-based workers; and facilitate them to go up the value chain of production; and
- International Agencies should recognize the seriousness of the issue and conditions of home-based workers and realize that addressing their concerns would substantially reduce poverty and shall contribute towards the achievement of Millennium Development Goals especially in empowering women and reducing feminization of poverty.

Details of participants of the consultation

Table 1. Distribution of the participants by province and gender

Province	Total	Female	Male
Islamabad	85	50	39
Balochistan	19	15	4
NWFP	13	8	5
Sindh	17	10	7
Punjab	50	19	31
Total	184	102	86

Table 2. List of Media Representatives

Print Media	TV Channels
News One	ARY TV
Express News	Alaan TV
Express News	Dunya Tv
Free Lance Consultant	SAMAA TV
DAWN	Washington DC
Daily Aajkal	
Daily Times	
KTN News	
The News	

Table 3. List of organizations

S #	NGOs
1.	ACDI/VOCA
2.	Action Aid
3.	Aurat Foundation
4.	SEWA
5.	HomeNet Pakistan
6.	HomeNet Sri Lanka
7.	HomeNet South Asia
8.	UNIFEM
9.	ILO

10.	PILER
11.	CIDA
12.	CIDA-Page
13.	SUNGI
14.	NCA
15.	RSPN
16.	CWCD
17.	Kusha
18.	PML
19.	Shirkat Gah
20.	Labour Education Foundation
21.	American Resource Centre
22.	IDSP
23.	BEEDS
24.	AHAN

Table 4. List of Government Departments

S #	Ministries
1	Planning and Development Division Islamabad
2	Ministry of Labour & Manpower
3	Ministry of Women Development & Affairs
4	Ministry of Women Development/Islamabad, Sindh/Balochistan
5	GRAP Islamabad
6	PCO
7	Department of Economics, Quaid-e-Azam University
8	Directorate of Human Rights Lahore
9	Lahore Chamber of Commerce and NWFP
10	Lahore High Court Bar
11	SPO Lahore/Islamabad
12	Directorate of Women Development
13	Directorate of Labour Lahore
14	Population Censes
15	SMEDA
16	Social Welfare Department

List of Participants by Provinces of Pakistan

Sindh				
Sr	Name	Organizations	Postal Address & Email	Contact No.
1.	Ms. Nighat Taufeeq	Shirkat Gah	ntaufiq@khi.sgah.org.pk	0307-2995395
2.	Ms. Nargis Saeed	Social Welfare Department		0300-2691428
3.	Mr. Nasir Mansoor	Labour Education Foundation	nasirazz@yahoo.com	0300-3587211
4.	Mr. Zulfiqar Shah	PILER	St 001, Sector XIV, Gulistan-e-Johar Karachi zulfiqarshah@yahoo.com	0300-2119637 051-6351145-2
5.	Ms. Shireen Ejaz	HNP Coordinator	Shireenkhan1997@yahoo.com	0333-2508399
6.	Mr. Sawan Khan Babar	Young Samaji Tanzeem	Plot # 25, Cooper five, Housing Society, Dadu	0300-3273398
7.	Ms. Shahzadi Khoso	Young Samaji Tanzeem	Plot # 25, Cooper five, Housing Society, Dadu	
8.	Ms. Bakhtawar	Social Democratic Women Association	TharparKar	0333-2759120
9.	Ms. Gul Naz	do	Sanghar	
10.	Ms. Rafia Gulani	Gul	do	0333-2803101
11.	Ghulam Mohammad	SDS	Jamshoro	0345-3754029
12.	Ms. Tauqeer Fatima Bhutoo	MPA	Minister Women Development	021-9238890
13.	Mr. Ashfaq Ahmad Qadri	Director Women Development	Women Development Sindh	0333-2295052
14.	Mr. Ali Masood	Women Development Department Sindh	Directorate Karachi	0300-2336065
15.	Ms. Shaher Bano	SDS	Hyderabad, Jamshoro	Nil
16.	Mr. Yasir	SDWO	Diplo, TharParkar, Sindh	0235-470529
17.	Satan			

Baluchistan

1	Ms. Rabia Zakir	ARC	Rabia_zakir@yahoo.com 75-A Chaman Housing Society, Quetta	081-2839862 0334-2472735
2	Ms. Gulali	do	do	do
3	Ms. Marzia	IDSP	7-72/28-A, Allamdar Road, Quetta	081-2447285
4	Ms. Fatima	do	do	081-2669921
5	Ms. Zulekha Raisani	BEEDS	Kill Fazi Abad, Quetta	0300-3853582
6	Ms. Mehboob Sultan	do	do	
7	Mr. Tahir Malik	AHAN	399-A, Gulistan Road, Quetta Cantt	0300-9383638
8	Mr. Wahid Bux Baloch	Secretary Labour, Labour Manpower Department	Quetta	0333-7823833
9	Ms. Mussarat Jabeen	Social Welfare Department & Women Development	Directorate Social Welfare Women Development Quetta	081-9201176
10	Mrs. Ghazala Gola	Ministry of Women Development & Min Affairs	2- Gulburq Colony, Gola House, Zarghoon Road, Quetta	081-2830930 081-2828522
11	Ms. Surayya Amirudin	PPPP	-	081-2441882
12	Ms. Rehmat Bibi	Bilsam Taraqi yati Tanzeem	Mastung	
13	Ms. Saima Javaid	HNP	Saima_javid@hotmail.com Barghanza Road, Quetta	0333-7811997
14	Ms. Razia Bibi	SMEDA	Balochistan Hunar Mand Welfare Society	--
15	Mr. Hamid-ul-	Women Development	Secretary Women Development Department, Civil Secretariat, Quetta	0300-9388921
16	Ms. Siemeen Maryam	Balochistan Hunarmand Welfare Society	Aagha Cottage, National Town, Shah Zaman Road, Quetta siemeen@hotmail.com	081-2450135 0300-3905270
17	Ms. Razia	WHBW	Quetta	--
18	Ms. Nishat Begum	Khwando Kor	Nishat_cfme@yahoo.com	0344-4853376

19	Mr. Akhtar Naeem	HAI	Maira Baffa 21110, Mansohra	0333-5021148
20	Mr. Rohul Ameen	SBRC	Swabi	0300-570165
21	Mr. Irfan	do	do	0301-8356001
22	Ms. Aqeela Rizvi	President Fronteer Women Chamber of Commerce	huszains@hotmail.com	0321-9756355
23	Ms. Gulshan Bibi	SAHAR organization	Mohalla Fareed Abad Near Commerce College D.I.Khan	0346-7841243
24	Mr. Akbar Zaman	YARAAN	Yaran123@.com KARAK	0346-9291374
25	Mr. Mujeeb	YARAAN	Near NBP T/Nasrati, KARAAK	092-7250869
26	Ms. Aysha	Bint-e- Malakand	---	0932-411903
27	Ms. Fatima Bibi	do	---	do
28	Ms. Aysha Begum	Khawando Kor	H-# 4, Cement Pipe Factory, Dechtry Babanam Ajab Khan , Afridi Road.	0322-9229071
29	Ms. Shakeela Khan	HNP Coordinator	Aurat Foundation office Tehkal Payan Peshawar	091-5704581-2-3
30	Ms. Farhat	Zarsanga	Aurat Foundation office, Peshawar	

Punjab

1.	Ms. Nigar Ahmad	Executive Director HomeNet Pakistan Aurat Foundation	8-B LDA Apartments, Lawrence Road Lahore	042-6367019
2.	Mr. Ashiq Bhutta	Coordinator CAC Multan	District Resource Centre for Women Rights, Near New Central Jail, UC # 26 Multan	0301-4389847
3.	Ms. Mehak Butt	Women Workers Federation	H # 3, St,1, UC, 10, Hassan Abad, Multan	0300-7367291 0314-6232063
4.	Mr. Faisal Khawaja	AGAHI	282-B, Gulgash Colony, Multan aagahi.org@gmail.com	061-8131314 0300-9633960
5.	Ms. Farida Tariq	CWCD	148-P, Model Town, Ext -Lahore	0322-4419595 0322-5167135
6.	Ms. Nilopher Sikander	Lahore Chamber of Commerce Deign Studio	40-A.F.C.C Scheme, Maratab Ali Road, Gulberg, Lahore	0321-4018208
7.	Mr. Ali Imran	Medecins-Du-Monde-Frence, Pak Mission	41-D, Lawrence Road, Lahore	0333-4205064
8.	Ms. Aysha Asad Khan	KUSHA Consulting	135/A-, St # 2, Railway Officers Colony, Walton, Lahore Cantt	0333-4232090
9.	MS. Shah Bano	do	do	0334-4348254
10.	Ms. Mehnaz Rafi	PML	16-Chuburji Park, Lahore	0333-4323398
11.	Mr. Shahid Sarfraz Khan	Deputy Director Women Development	129-Shadman Lahore	042-9204198 0300-8063244
12.	Mr. Arshad Mehmood Malik	Directorate of Human Rights	167-C, Model Town, Lahore	0300-4426266 042-9231968
13.	Mr. Khalid Itaat Khan	Deputy District Officer Labour Department	23-B, Block C, New Muslim Town, Lahore	042-9230564 0300-4657912
14.	Ms. Huma Aziz	Pakistan Workers Federation	Labour Hall, 28-Nisbet Road, Lahore	0334-4225780
15.	Ms. Surayya Sharif	Decent School	Kasur	0322-4751204
16.	Ms. Shazia Sarwar	do	do	Nil
17.	Ms. Safia Sharif	WHBW	Kasur	Nil

18. Mr. Shamim Malik	Lahore High Court Bar Association	2 nd Floor, Umer Arcade, Old Anarkali, Chowk Jan Mandir, Lahore shamimmalik@yahoo.com	0321-4457161 0333-4244964
19. Mr. Salman Abid	SPO	55-Karim Block, Allama Iqbal Town, Lahore	0300-8424311
20. Mr. Zeshan Noel	SPO	do	0333-6063191
21. Ms. Uzma Ejaz	Sarsabz Foundation	616-A, PC # 1, Faisalabad	0322-6289614
22. Ms. Iffat Raza	do	48/2, E, Model Town, Faisalabad	0307-4884303
23. Ms. Shaista Bukhari	Women Rights Association	Multan	061-4550488 0300-7318909
24. Ms. Saleema	WHBW	do	Nil
25. M. Jamil	Taraqee Pasand Organization	H-# 743-B, St No 15, Chowk Double Phatak, Multan	0300-6300488 061-6014588
26. Mrs. Ghulam Fatima	do	do	
27. Mr. Zahid Rehman	Taraqee Pasand Organization	H-# 743-B, St No 15, Chowk Double Phatak, Multan	0300-2371593
28. Mr. Zafar Malik	Coordinator CAC Aghaz Foundation	aagaz_foundation@yahoo.com	0300-4284432
29. Mr. Jamshaid Karim	Coordinator CAC AlFateh Development	Tareen Road, Bahawal Pur	0300-9683824
30. Mr. Umer Baloch	Coordinator CAC	Model Town, R-Y-Khan	0300-634360
31. Mr. Nazir Ghazi	Coordinator CAC, GODH	Lahore	0300-4582317
32. Mr. Sajjad Naqvi	Coordinator CAC Al-Asar Development	P-O-Box, # 20, D-G-Khan	0333-6464683
33. Ms. Yasmeen Kausar	Al-Saeed Welfare	Qazafi Colony # 2, R-Y-Khan	0301-7663247
34. Ms. Bushra Niaz	do	Qazafi Colony # 2, Youth League, R-Y-Khan	0345-5133528
35. Mrs. Rubina Wahla	Ladies Social Welfare Society	bkwahla@hotmail.com Khanewal	0300-4848352
36. Ms. Rukhsana	do	Jahanian District, Khanewal	

37.	Mr. Khalid Abbasi	P.W.C	Muzaffar Garh	0333-6032314
38.	Ms. Huma Nawab	do	do	0333-6016814
39.	Ms. Noreen	do	do	
40.	Ms. Kalsum Fatima	do	do	
41.	Mr. Farooq Ahmad Khan	Cholistan Development Council	cdcbabahawalpur@gmail.com Bahawalpur	062-2883045 0300-9683545
42.	Ms. Razia Malik	do	5-A, Block, Y, Main Road, Model Town, Bahawal Pur	0322-6523307
43.	Ms. Sumaira Javaid	AlFateh Development	Tareen Road, Bahawal Pur	0300-7807396
44.	Ms. Khursheed Begum	AGAH	282-B, Gulgasht Colony, Multan	061-8131314 0300-9633960
45.	Ms. Parveen Shakeel	Kusha	Lahore	042-6654958
46.	Mr. Jamal Aslam	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	0300-8449337
47.	Ms. Nasreen Zehra	Resident Director Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
48.	Ms. Mumtaz Mughal	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
49.	Ms. Shumaila Tanveer	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
50.	Ms. Humaira	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
51.	Mr. Agha Haider	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
52.	Mr. Anjum Rafiq	Aurat Foundation	8-B, L.D.A Flats, Lawrence Road, Lahore	
53.	Ms. Ume Laila	HomeNet Pakistan	8-B, L.D.A Flats, Lawrence Road, Lahore	042-6367019
54.	Ms. Afreen Fatima	HomeNet Pakistan	8-B, L.D.A Flats, Lawrence Road, Lahore	do
55.	Ms. Naheed	APP	naheed.app@gmail.com	0321-9504096
56.	Ms. Zakia Arshad	SAP PK	Nasirabad, 2-K.M, Raiwind Road, Thokar Niaz Baig, Lahore. zakia@sappk.org	042-5311701 0300-4305288

Islamabad				
1.	Ms. Rehana Hashmi	Project Director, GRAP	H # 25, St # 21, F-7/2, Islamabad	0345-5522296
2.	Ms. Nuzhat Shireen	Director IR National GRAP	n-shirin@hotmail.com	0332-3197521
3.	Ms. Erum Fatima	GRAP	irumfatimah@yahoo.com	0300-850416
4.	Ms. Samina Khan	SUNGI Development Foundation	House #, 2-C, St. # 35, F-8/1, 9 th Avenue, Islamabad	0300-8520670 051-2282481-2
5.	Ms. Asma Ravji	SUNGI Development Foundation	do	
6.	Ms. Nuzhat Tabassum	SUNGI Development Foundation	do	
7.	Ms. Nagina Jan	SUNGI Development Foundation	Abbotabad	0992-385698
8.	Ms. Rehana Hashmi	GRAP	H # 25, St # 21, F-7/2, Islamabad	0345-5522296
	Ms. Musarrat Bibi	SUNGI Development Foundation	House #, 2-C, St. # 35, F-8/1, 9 th Avenue, Islamabad	
9.	Ms. Gohar Bibi	SUNGI Development Foundation	do	
10.	Ms. Gulshan Bibi	SUNGI Development Foundation	do	
11.	Ms. Shaista Bibi	SUNGI Development Foundation	do	
12.	Ms. Parveen Akhtar	SUNGI Development Foundation	do	
13.	Ms. Robina	SUNGI Development Foundation	do	
14.	Ms. Imtiaz	SUNGI Development Foundation	do	0314-5040146
15.	Ms. Abida	SUNGI Development Foundation	do	
16.	Ms. Khalida	SUNGI Development Foundation	do	

17.	Ms. Sobia	SUNGI Development Foundation	do	
18.	Ms. Sumaira Ajab	SUNGI Development Foundation	Abbotabad	
19.	Ms. Salma	SUNGI Development Foundation	House #, 2-C, St. # 35, F-8/1, 9 th Avenue, Islamabad	
20.	Ms. Wajida	SUNGI Development Foundation	do	
21.	Ms. Rafia	SUNGI Development Foundation	do	
22.	Ms. Muzahira	SUNGI Development Foundation	do	
23.	Ms. Surayya	SUNGI Development Foundation	do	
24.	Ms. Shabnam	SUNGI Development Foundation	Mansehra	
25.	M. Taj	SUNGI Development Foundation	do	0345-9836925 0992-333414
26.	Mr. Omer Javed	SUNGI Development Foundation	H # 881, Mansehra Road, Abbotabad	0314-5006044
27.	Ms. Tania Saleem	SUNGI Development Foundation	Islamabad	0300-7070214 0321-9685128
28.	Ms. Afsar Jan	SUNGI Development Foundation	Abbotabad	0992-385698
29.	Ms. Qaisara	SUNGI Development Foundation	House #, 2-C, St. # 35, F-8/1, 9 th Avenue, Islamabad do	
30.	Ms. Imtiaz Bibi	SUNGI Development Foundation	do	
31.	Ms. Hasan Afza	SUNGI Development Foundation	do	
32.	Ms. Fozia Shah	SUNGI Development Foundation	do	
33.	Mr. Asad Rehman	SUNGI Development Foundation	do	
34.	Ms. Shehnaz Mughal	SUNGI Development Foundation	House #, 2-C, St. # 35, F-8/1, 9 th Avenue, Islamabad	

35.	Ms. Aliya Bashir	SUNGI Development Foundation	do	
36.	Ms. Parveen Hayat	SUNGI Development Foundation		
37.	Mr. Wajahat Ali	do		
38.	Mr. Nadir Shah	do	Haripur	0301-8142898
39.	Ms. Atiya Siddiqui	Behbood Association of Pakistan	Rawalpindi	
40.	Ms. Zatoon Bano	Behbood Association of Pakistan		
41.	Ms. Zeba	SUNGI Development Foundation		
42.	Ms. Fazeelat	SUNGI Development Foundation		
43.	Ms. Parvezan	SUNGI Development Foundation		
44.	Ms. Shazia	SUNGI Development Foundation	Abbotabad	0992-380698
45.	Ms. Slama Sadat	SUNGI Development Foundation	Abbotabad	do
46.	Ms. Qaisra Shaheen	SUNGI Development Foundation	do	do
47.	Ms. Zahida	SUNGI Development Foundation		
48.	Ms. Husan Afza	SUNGI Development Foundation		377124
49.	Mr. ERACE .T. SHAIKH	Policy Adv Manager SUNGI	----	0300-5277963
50.	Mr. Nisar Ahmad	P& D Division Islamabad	Room #, 408-A, Chughtai Plaza, Blue Area, Islamabad	051-9204978 0334-5530341
51.	Mr. Ehsan-ul-Haq	Deputy Censes Commission Censes	Adeel Plaza, Blue Area, Islamabad	051-921058

52.	Mr. Suhail Asif	Ministry of Women Development	C/o Islamabad Club, Islamabad	0345-5235718
53.	Iftikhar Javaid	Ministry of Labour & Manpower		
54.	Mr. Malik Hakim Khan	Ministry of Law		
55.	Mr. Manzoor Ali Abbasi	Pakistan Manpower Institute,	manzooralibbasi@hotmail.com Islamabad	0314-5131274
56.	Mr. Pervaiz Qadir	Law Division		051-9201749
57.	Sheikh. M. Sadiq	PCO	sheikh.sadiq@yahoo.com 69-E, Adil Plaza, Blue Area, Islamabad	0300-5546780
58..	Ms. Marvi Sirmed	UNDP	Parliament Lodges	0345-8589601
59.	Ms. Kishwar Naheed	Hawa Foundation	Islamabad	
60.	Ms. Fatihma Ehsan	Consultant	fatimah32@yahoo.com	0300-5000288
61.	Ms. Saima Abro	Action Aid	Islamabad	
62.	Ms. Mubina Fareed	Action Aid	mubina.farid@gmail.com	0314-5299253
63.	Ms. Biquees Anjum Baloch	Action Aid	Islamabad	
64.	Ms. Wazeeran	WHBW Action Aid		
65.	Ms. Zulikha	Action Aid		
66.	Mr. Jamshaid Malik	INP	Block , Super Market, Markaz F-6/Islamabad	0331-7077515
67.	Nasar Ahmad	do	do	0346-5241190
68.	Ms. Maryam Kiani	DAWN	mariumkiani86@gmail.com	0300-5505973
69.	Ms. Anila Bashir	Daily Ajkal	aries-1310@yahoo.com	0334-5121422
70.	Ms. Jamila Achakzai	Daily Times	Jimmykhan9@yahoo.com	0314-5304958
71.	Mr. Zeshan Ali	Express News	Islamabad	0300-5182309
72.	Ms. Razia Khan	Express News	Islamabad	0300-5239919

73.	Ms. Fatimah Ihsan	Free Lance Consultant	fatimah32@yahoo.com	0300-5600788
74.	Mr. Ijaz Ahmad Amin Khan	Alaan TV	H # 7-A, St-70, F-8/3, Islamabad	0345-9743106
75.	Mr. Amin Khan	Alaan TV	do	-----
76.	Mr. Abdul Muqet	News One	H-3, St 56, F-7/4, Islamabad	0321-5309243
77.	Ms. Snober Mushtaq	News One	sobia_dss@yahoo.com	0333-5495168
78.	Mr. Adnan Khan	Dunya TV	20-Margala Road, F-6/3, Islamabad	0321-5678005
79.	Mr. Zulfiqar Ali	SAMAA TV	5 th Flour,	0333-5549981
80.	Mr. Abid Rahi	Online	F-7/3, 6-Margalla Road, Islamabad	0302-5029339
81.	Kamil Mir	ARY TV	k-mir4@yahoo.com	0300-9725492
82.	Mr. Mudassar Rahim	KTN News	Islamabad	0301-5243217
83.	Atif Javaid Butt	do	do	0308-5197738
84.	Ms. Myra Imran	The News	myraimran@yahoo.com imrannaem@gmail.com	0346-5002247
85.	Mr. Salman Butt	News One	H #355, Sec 756, F-7/4, Islamabad	0301-4611210
86.	J. Stallard	ACDI/VOCA		0346-4660972
87.	Mr. Rao Amjad Ali	ACDI/ VOCA	Washington DC	Nil
88.	Ms. Rabia Pir	Voice of America	rabial_pir2000@yahoo.com	0321-5304958
89.	Ms. Rabia Khalid	NCA	National College of Arts Liaqat Bagh, Rawal Pindi	0323-5305634
90.	Mr. Saeed Ahmad Cheema	C-D-A	Islamabad	
91.	Ms. Aalya Gloekler	Consultant	H- # 126, St # 43, F-8/1, Islamabad	051-2260941 0300-5382306

92.	Dr. Aliya –H-Khan	Professor & Chairperson Department of Economics Quaid-e-Azam University	Quaid-e-Azam University, Islamabad	0300-9553126
93.	Ms. Humaira Ibrahim	CIDA PAGE	humaira@cidapsu.org.pk 18-Bazar Road, G-6/4, Islamabad	051-2279138
94.	Ms. Umbreen Baig	CIDA PAGE	do	do
95.	Ms. Virginia Khan	UNIFEM	Islamabad	0300-9191945
96.	Ms. Huma Chughtai	UNIFEM	huma.chughtai@unifem.org	0300-9509259
97.	Ms. Alice Shackelford	UNIFEM	alice.shackelford@unifem	Nil
98.	Mr. Saghir Bukhari	UNIFEM	Diplomatic Enclave No.2 Quaid-e-Azam University Road Sector G-4 Islamabad	0333-5105987
99.	Ms. Bilqees Tahira	UNIFEM	Apt no 7, Sara Apartments, Diplomatic Enclave, Islamabad	0334-4265990
100.	Mr. Dilanthe Withanage	HomeNet Sri Lanka	42/9, Rosemead Place, Colombo-7, Sri Lanka	+94- 773218677650
101.	Ms. Renana Jhabvala	SEWA/HNSA	Ahmadabad , India	92-208-6473
102.	Dona Donne	Consultant HNSA	donnaldoane@yahoo.com Apartment 7-D, Bangkok	+66-2-3818448
103.	Mr. Saifullah	ILO	ILO Building, G-5/2, Islamabad	
104.	Ms. Aliya	ILO	do	
105.	Ms. Munawar Sultana	ILO	do	0332-513457
106.	Ms. Tahira Abdullah	Consultant	H 15, St. 3, F-8/3, Islamabad	0300-8545171
107.	Ms. Naheed Aziz	Nil	H 31, St 27, F, 8-1, Islamabad	0300-5002244
108.	Ms. Uzma Quresh	Oxfam G-B	uquresh@oxfam.org.ok	Nil
109.	Ms. Aliya Naghum		H. 8-A, St. 63, F-7/3, Islamabad	051-2611010
110.	Mr. Khuram Ali Khan	Khushali Bank	khurram.khan@kb.com.pk	0300-5153171

111.	Mr. Rashid Ali	RSPN		0333-2220576
112.	Ms. Shandana Khan	RSPN		
113.	Ms. Aysha Amina Askari	Rural Support Programme Network		0312-2226222
114.	Muhammad Akhter	ECI	410, 1-8/4 , St, 1, Islamabad	0300-5257585
115.	Ms. Fozia Yazdan i	TW Researchers	H-614, St 10, G-11/1, Islamabad	0345-8555958
116.	Ms. Maliha Zia	Aurat Foundation	H # 19, St # -1, G-6/8 Islamabad	
117.	Ms. Rukhshanda Naz	COO Aurat Foundation	do	0303-8872001
118.	Ms. Mumtaz Begum	Aurat Foundation	do	051-2277502
119.	Mr. Younus Kh alid	Aurat Foundation	Islamabad	0300-8380300
120.	Mr. Nazir	Aurat Foundation		
121.	Mr. Niamat	Aurat Foundation		
122.	Mr. Waseem Wahga	Aurat Foundation		
123.	Ms. Rabeea Hadi	Aurat Foundation National Coordinator PDM VAW	rabeea.shah@gmail.com	
124.	Ms. Bushra Fareed	Aurat Foundation		
125.	Mr. Waheed	Photographer	F, 7/2 Islamabad	0301-5666606
126.	Ms. Ambreen Shahid	Aurat Foundation		
127.	Mr. Asghar Malik	Aurat Foundation		
128.	Mr. Ashfaq	Aurat Foundation		
129.	Mr. Mustafa	Karvan Krafts	Islamabad	
130.	Mr. Ahmad Hasan	APP	G-&/1, Zero Point, Islamabad	0300-5350505

List of participants from Resource Mela

NWFP				
Sr.	Name	Organizations	Postal Address & Email	Contact No.
1.	Mr. Mujeeb	YARAAN	Near NBP T/Nasrati, KARAAK	092-7250869
2.	Ms. Aysha	Bint-e-Malakand	---	0932-411903
3.	Ms. Fatima Bibi	do	---	do
4.	Ms. Aysha Begum	Khawando Kor	H-# 4, Cement Pipe Factory, Dechtry Babanam Ajab Khan ,Afridi Road.	0322-9229071
5.	Ms. Farhat	Zarsanga	Aurat Foundation office Peshawar	
6.	Ms. Nishat Begum	Khawando Kor	Nishat_cfme@yahoo.com	0344-4853376
7.	Mr. Akhtar Naeem	HAI	Maira Baffa 21110, Mansohra	0333-5021148
8.	Mr. Rohul Ameen	SBRC	Swabi	0300-570165
9.	Mr. Irfan	do	do	0301-8356001
10.	Ms. Gulshan Bibi	SAHAR organization	Mohalla Fareed Abad Near Commerce College, D.I.Khan	0346-7841243
11.	Mr. Akbar Zaman	YARAAN	yan123@.com KARAK	0346-9291374

Balochistan				
1.	Ms. Siemeen Maryam	Balochistan Hunarmand Welfare Society	Aagha Cottage, National Town, Shah Zaman Road, Quetta siemeen@hotmail.com	081-2450135 0300-3905270
2.	Ms. Razia	WHBW	Quetta	--
3.	Ms. Rabia Zakir	ARC	Rabia_zakir@yahoo.com 75-A Chaman Housing Society, Quetta	081-2839862 0334-2472735
4.	Ms. Gulali	do	do	do
5.	Ms. Marzia	IDSP	7-72/28-A, Allamdar Road, Quetta	081-2447285
6.	Ms. Fatima	do	do	081-2669921
7.	Ms. Zulekha Raisani	BEEDS	Kill Fazi Abad, Quetta	0300-3853582
8.	Ms. Mehboob Sultan	do	do	
9.	Mr. Tahir Malik	AHAN	399-A, Gulistan Road, Quetta Cantt	0300-9383638
10.	Ms. Rehmat Bibi	Bilsam Taraqi yati Tanzeem	Mastung	
11.	Ms. Zakira Noreen	Bilsum	Mastung	0301-3784699
12.	Ms. Razia Bibi	SMEDA	Balochistan Hunar Mand Welfare Society	

Sindh				
1.	Mr. Sawan Khan Babar	Young Samaji Tanzeem	Plot # 25, Cooper five, Housing Society, Dadu	0300-3273398
2.	Ms. Shahzadi Khoso	do	do	
3.	Ms. Bakhtawar	Social Democratic Women Association	TharparKar	0333-2759120
4.	Ms. Gul Naz	do	Sanghar	
5.	Ms. Rafia Gulani	Gul	do	0333-2803101
6.	Ghulam Mohammad	SDS	Jamshoro	0345-3754029
7.	Ms. Tauqeer Fatima Bhutto	MPA	Minister Women Development	021-9238890
8.	Ms. Saher Bano	SDS	Hyderabad, Jamshoro	Nil
9.	Mr. Yasir	SDWO	Diplo, TharparKar, Sindh	0235-470529

Punjab				
1.	Ms. Aysha Asad Khan	KUSHA Consulting	135/A-, St # 2, Railway Officers Colony, Walton Lahore Cantt	0333-4232090
2.	MS. Shah Bano	Kusha	do	0334-4348254
3.	Ms. Parveen Shakeel	Kusha	Lahore	042-6654958
4.	Mr. Faisal Khawaja	AGAH	282-B, Gulgasht Colony, Multan aagahi.org@gmail.com	061-8131314 0300-9633960
5.	Ms. Khursheed Begum	AGAH	282-B, Gulgasht Colony, Multan	061-8131314 0300-9633960
6.	Ms. Surayya Sharif	Decent School	Kasur	0322-4751204
7.	Ms. Shazia Sarwar	do	do	Nil
8.	Ms. Safia Sharif	WHBW	Kasur	Nil
9.	Ms. Uzma Ejaz	Sarsabz Foundation	616-A, PC # 1, Faisalabad	0322-6289614
10.	Ms. Iffat Raza	do	48/2, E, Model Town, Faisalabad	0307-4884303
11.	Ms. Shaista Bukhari	Women Rights Association	Multan	061-4550488 0300-7318909
12.	Ms. Saleema	WHBW	do	Nil
13.	M. Jamil	Taraqee Pasand Organization	H-# 743-B, St No 15, Chowk Double Phatak, Multan	0300-6300488 061-6014588
14.	Mrs. Ghulam Fatima	do	do	
15.	Mr. Zahid Rehman	Taraqee Pasand Organization	H-# 743-B, St No 15, Chowk Double Phatak, Multan	0300-2371593

16.	Mr. Jamshaid Karim	Coordinator CAC AlFateh Development	Tareen Road, Bahawal Pur	0300-9683824
17.	Ms. Sumaira Javaid	AlFateh Development	Tareen Road, Bahawal Pur	0300-7807396
18.	Ms. Yasmeen Kausar	Al-Saeed Welfare	Qazafi Colony # 2, R-Y-Khan	0301-7663247
19.	Ms. Bushra Niaz	do	Qazafi Colony # 2, Youth League R-Y-Khan	0345-5133528
20.	Mr. Umer Baloch	Coordinator CAC	Model Town R-Y-Khan	0300-634360
21.	Mrs. Rubina Wahla	Ladies Social Welfare Society	bkwahla@hotmail.com Khanewal	0300-4848352
22.	Ms. Rukhsana	do	Jahanian District Khanewal	
23.	Mr. Khalid Abbasi	P.W.C	Muzaffar Garh	0333-6032314
24.	Ms. Huma Nawab	Do	do	0333-6016814
25.	Ms. Noreen	do	do	
26.	Ms. Kalsum Fatima	do	do	
27.	Mr. Farooq Ahmad Khan	Cholistan Development Council	cdcbabahawalpur@gmail.com Bahawalpur	062-2883045 0300-9683545
28.	Ms. Razia Malik	do	5-A, Block, Y, Main Road, Model Town Bahawal Pur	0322-6523307



Contact Information:

ILO Office for Pakistan
ILO Building
Near State Bank of Pakistan
Sector G-5/2
Islamabad, Pakistan.
Tel: (+92-51) 2276456-8
Fax: (+92-51) 2279181-2
E-mail: islamabad@ilo.org
www.ilo.org.pk



ISBN:
978-92-2-123234-6 (print)
978-92-2-123235-3 (web pdf)