

# **SEED WORKING PAPER**

## **No. 8**

*Series on Homeworkers in  
the Global Economy*

# **Home Work in Chile: Past and Present Results of a National Survey**

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## FOREWORD

This report is part of a series of studies carried out by the International Labour Organization (ILO) in connection with the Latin American component of the ILO inter-regional project “Homeworkers in the Global Economy”, financed by the Government of Denmark.

The purpose of these studies is to determine whether home work in Latin America is a residual form of work that is “becoming extinct”, as was considered for many years to be the case, or whether it is in fact a mode of employment that is re-emerging in a context characterized by the fragmentation and relocation of production processes, an increasingly flexible labour market and the individualization of labour relations.

With that end in view, an attempt has here been made to provide an overview of the number and profile of workers engaged in this form of employment, and to analyse the relevance and effectiveness of the legal framework governing home work. Likewise, the perceptions and attitudes of governments and employers’ and workers’ organizations towards this modality of work are examined.

The countries reviewed reveal major differences in terms of the relative preponderance of the rural and urban populations, the structure of work (incidence of modern work and composition of the informal sector), levels of employment and unemployment, level of industrialization and openness of the economy, among other aspects. Nonetheless, the studies are unanimous in indicating that the number of homeworkers is significant and may be increasing, although evidence to that effect tends to be of an anecdotal nature. Similarly, although home work is the subject of extensive legal regulation in many countries, it is not registered or protected in practice.

The scant attention that has traditionally been devoted to this subject by public policies, particularly those relating to the labour market, and by public institutions and social stakeholders is to be attributed to the fact that no clear and common criteria exist regarding the nature of home work and exactly what the concept covers.

These and other aspects were highlighted during the Technical Tripartite Consultation organised in Santiago, 26-28 May 1999, by the former Department of Development Policies (POLDEV), in collaboration with the Santiago Multidisciplinary Technical Team (MDT) and the Regional Office for the Americas.

One of the main objectives of this consultation and of the project was to identify possible areas of study and action in order to better understand home work, its characteristics and future trends, and to outline possible support policies. Follow-up activities are underway within the framework of the recently established InFocus Programme on Boosting Employment through Small Enterprise Development of the Employment Sector. We would like to express our thanks to the Bureau for Gender Equality which kindly financed the translation of these studies into English.

Christine Evans-Klock  
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## Preface

A clearer understanding is needed of a world of work characterized by the emergence of an order presided over by large enterprise, and of different modes of production and of work. The fragmented enterprise, flexibility versus rigidity of factors of production, diversity and adaptation versus standardization, have become dominant features which are perceived as *sine qua non* of the indisputable and substantial growth experienced by many economies. Meanwhile, less is known of the changes in employment that have occurred under the current scenario. An awareness exists that new sectors have come to share in production and in its profits, while others have been partially or totally excluded for various reasons. A more precise assessment must be made of the process, particularly where deterioration is the result of inappropriate or inadequate legislation.

Such labour-related matters are of direct concern to the Directorate of Labour whose Studies Department is gathering information, particularly in connection with situations of greatest vulnerability.

In Chile, home work has been made progressively more vulnerable by successive legislative changes. Several studies describe employment conditions in particular sectors in which this work modality exists.

The Labour Directorate has concluded that it requires a broader insight into home work in Chile where the full diversity of this mode of work is to be encountered. This study was carried out by the Department of Labour under an agreement with the National Statistics Institute, with the support of the ILO and of the National Service for Women (SERNAM), and the collaboration of outside experts.





# 1. Introduction

## 1.1 Home work, past and present

The home work modality has become a subject of particular concern in recent years. This has occurred in the context of endeavours to understand the current mode of work and production organization, and the clear trend today towards decentralizing production, dispersing economic units and fragmenting enterprises. In marked contrast to the earlier organizational model, featuring a high level of concentration, today's scenario reveals a new pattern of relationships between production units. Many now produce goods and services to order for other enterprises and do not market them directly. The relationships that are established between them are not only of a commercial nature but also involve jobs, the organization of work and employment conditions, and generating sub-contracting networks, which assume various forms and have different characteristics, and which frequently occur in a chain. In the course of this process, employment has undergone significant changes, the most crucial one being that many jobs are now located outside the enterprise for which they produce and, consequently, cease to be part of its employment regime. The new modes of employment relationship emerging within this dynamic, together with the changes in former jobs, have prompted increase in precarious work, and a large number of low-quality jobs.

The forms of labour protection, both legal and informal, that have been in place for many years are today proving inadequate and, more particularly, inappropriate for the current production and enterprise organization model. The need and the challenge therefore exists, as is recognized, to introduce appropriate regulation.<sup>1</sup>

Home work is an integral part of this new order. Although it is a relatively long-standing mode of employment, it continues to exist and there are signs that it is expanding in some countries, primarily due to its highly prized factor of managing labour flexibility in enterprises.

The ILO defines home work as **“that which is carried out for an employer or contractor under an arrangement whereby the work is executed outside the enterprise or workshop, at a place of the worker's own choosing, often the worker's own home, normally without direct supervision by those handing out the work”**.

The origins of home work date back to the early days of industrialization and, for many years, was determinedly rejected by workers and circles close to them, all of which<sup>2</sup> advocated the explicit legal prohibition of this form of employment. This position has gradually eroded as it has come to be accepted that employment flexibility is a pre-condition for competitive economic growth. However, to accept

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<sup>1</sup> For details of the discussion regarding the need for changes in labour law in the light of changes in work and labour relations, see Ermida, Oscar: “El futuro del Derecho del Trabajo y las Relaciones Laborales”, undated.

<sup>2</sup> The II Conference of the American States belonging to the ILO, in 1939, adopted the La Habana resolution, stating that “homework for an employer should be abolished as a form of production in all countries of America”. Some time later, in 1964, a resolution adopted during an ILO tripartite technical meeting for the garment industry called for the total abolition of this type of work. This position is reinforced by a quotation from the text of *Derecho del Trabajo* by Francisco Walker Linares (1957). On this subject, he states: “This form of paid home work, which is outside any control, is a scourge of modern industrialism” ... “homework, which would appear at first sight to be to the advantage of the (female) worker who is thereby removed from the unhealthy environment of the workshop and permitted to remain at home, in effect constitutes a form of exploitation rather than of protection”.

flexibility does not imply tolerating precarious employment, envisaging that, in the absence of regulation, the labour contract may become entirely subject to the will of the parties, constituting either a contract of involvement or becoming purely and simply a commercial transaction. Similarly, it should not be assumed that atypical forms of employment - including home work - are invariably strategies to facilitate fraud (Mezzera and Vega-Ruiz, 1995). The normal standards regulating typical employment cannot apply and the challenge remains to promote special regulations reflecting the atypical features of these different occupational modalities.

## **1.2 The regulation of home work in Chile**

Home work was regulated for the first time in Chile in 1931, when it was included in the first Labour Code, after having been expressly excluded from earlier labour legislation. This legal text embodied “express provisions regarding home work, which considered this activity to be a form of work contract” (Olate, 1995).

These provisions, which became a subject of special regulation in 1940, remained in force until 1981. In that year, the military government’s “Employment Plan” was consolidated; it sought essentially to restrict the regulation of employment relationships to the basic aspects and to give a greater margin of manoeuvre to employers. To that end, Act No. 18.018 of that year, repealed the paragraph recognizing and regulating the home work contract and, simultaneously, amended Decree Law 2.200 - the main instrument of the Employment Plan - to stipulate that a labour contract was not required for “services provided on a regular basis in the home of the persons carrying out these services or in a place of their choice, without direct supervision by those who hire them”. The subsequent Labour Code of 1987, which was a compilation of a series of acts, maintained this criterion.<sup>3</sup>

The planned labour reforms of the first democratic government after the military regime included the restoration of the term “labour contract” in connection with home work. However, the corresponding bill was not successful and only a minor amendment was passed stipulating that home work “does not imply” an employment relationship. Contrary evidence may be presented to contest this assumption, but would require the worker to go to court (for a critical analysis of the changes occurring in home work legislation in Chile, see Olate, 1995).

The manner in which legislation has evolved means that Chile is currently one of the few countries that has failed to regulate home work, which is treated as the provision of services governed by civil law.

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<sup>3</sup> This instrument provides that a work contract is not required for services which are undertaken in a non-continuous or sporadic manner in the home, or for services provided on a regular basis in the home of the persons who carry them out or in a place of their choice, without supervision or immediate direction of those who hire them.

### 1.3 Definitions required to assess the extent of home work

In recent years, a number of studies have been carried out in Chile with a view to identifying the salient features of this form of employment.<sup>4</sup> These have either taken the form of case studies or have focussed on a particular geographical sector (districts, neighbourhoods) or specific branch of production in which home work is known to exist; this form of targeting research explains why the garment and footwear industry was included in all such studies. Legislation has also been analysed.

Today, the experience of the social bodies and of experts reveals that home work is becoming more widespread. This assessment, which is accepted by the ILO, no doubt underlines the organization's concern with this matter. The central question is whether this employment modality, which is equated with high vulnerability of workers, is the *sine qua non* of modernization of enterprises and of the new forms of work organization that have emerged.

Few attempts have been made precisely to assess the extent of home work. In Chile, research has not concentrated on measuring, or estimating, the share of home work in employment as a whole, primarily on account of the methodological difficulties of such a task.

Based on the widely accepted ILO definition, the first step is to conceptualize the phenomenon with a view to subsequent operationalization. The following concepts served to assess the prevalence of home work and underlay the design of the study:

- a) First, popular assumptions which in *speaking of home work included the worker's own housework*, whether paid or not, or housework in another person's home, namely paid private home work, had to be explicitly ..... so as not to influence measurement on the ground.
- b) It was necessary, subsequently, to deal with *the ambiguous nature of the boundary between home work and self-employment*. The absence of direct supervision of the worker, and the physical distance between the worker and the decision-making centre of the enterprise can expand the margin for worker initiative without altering the relationship of subordination inherent in home work. This situation becomes apparent in the case of long-standing workers, who are trusted, or who are highly skilled, and are permitted or even encouraged to introduce some degree of innovation, although they may not have been instructed to do so.

In addition, home work is generally carried out in conjunction with work on a self-employed basis, and these two forms of employment are not necessarily carried out in isolation, but often simultaneously. When the occupation is identical or very similar, the worker carries out the same task under two different employment modalities. It may not be easy to make the distinction.

- (c) It was acknowledged that *considerable difficulties are encountered in measuring work that is carried out in a non-typical manner*. Those instruments most commonly employed, some of which have been standardized and are used in a similar manner in a number of countries, more

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<sup>4</sup> The best known include: *Mujer, Trabajo y Familia*, by X. Díaz, J. Medel y N. Schlaen, CEM, 1996; *Estudio acerca de la Mujer Trabajadora a Domicilio*, by H. Henríquez y T. Selamé, 1995; *Estudio Sistemático y Crítico de la Legislación Extranjera y Nacional en Materia de Trabajo a Domicilio*, by S. Olate, 1995; *La Industria del Cuero y Calzado Después de una Década*, by R. Agacino, F. De Laire y M. Echeverría, PET, 1993. Also the pioneer study by Elena Caffarena, *El Trabajo a Domicilio*, published in the Labour Office Bulletin in 1924.

reliably cover so-called “typical” employment. One reason for this bias is that a person’s employment situation is examined on the basis of classification categories that are erroneously considered to be exclusive. Consequently, people may place themselves in the inactive category, and are defined as such, because that is their main factor of identification - as is the case of housewives or students - but they may also be workers who engage in part-time, sporadic occupations, for low pay, which are carried out outside the enterprise or office that is, in atypical jobs.<sup>5</sup>

Thus, *one of the main risks is that jobs will be omitted because they are not declared by interviewees.* However, this is not always due to the frequent complexity of questionnaires; on occasion, interviewees deliberately conceal the fact that they are working, because they consider that their employment relationship is somehow illegal, or because they fear that they will lose some benefit if they reveal it, or for some other fear or interest. Under-registration is due not only to inaccurate information, but also to the preconceived ideas held by interviewers, influencing their interpretation and, ultimately, the assessment they make of the information they are given. If their conception of work is confined to traditional employment, then any occupations that depart from that model may well be omitted. Hence, it has been noted that certain types of women’s work are inclined to be ignored, and that domestic tasks are not always duly distinguished from the work that they carry out in the home for the market.

As indicated in literature and confirmed by experience, particular difficulties are encountered in measuring female work; a number of countries have endeavoured to deal with this problem in recent years. Not only are all these risks present in regard to home work, but other factors further contribute to the likelihood that it will not be registered. First, legal regulations practically exempt home work from registers and formalities; since it is not recognized as an employment relationship, no written contract or other formality is required. It is viewed as a provision of services, which is frequently “black”.

Moreover, since home work is not carried out in a public place specifically intended for that purpose, but in the home, it makes it invisible and causes it to be confused with a series of domestic tasks carried out by women. Although none contested the fact that they have an employer, that they receive remuneration, that requirements are specified and that their work is monitored, interviewees may well omit home work when it is carried out on a part-time or temporary basis or with the assistance of other members of the household.

For all these reasons, *one of the main concerns in measuring this type of work is to reduce the risk of omission.*

(d) *Only some of those who work at home have a clear homemaker profile.* There are other workers who have some other main employment modality (as wage-earners) and for whom the home work relationship is secondary. An alternative situation exists in the case of individuals who are inactive (the situation of housewives) but for whom home work occupies a secondary place. Consequently, the homework category may either be confined to persons who can be properly described as homeworkers (those who declare this to be their main occupation), or to all situations in which this employment relationship occurs, albeit as a secondary occupation. This study takes the latter approach. Thus, it was necessary to include as potential homeworkers not only those

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<sup>5</sup> A critical analysis of the instruments for measuring instances that exist in Chile (the National Statistics Institute’s National Employment Survey and the Socio-Economic Characterization Survey (CASEN) by the Ministry of Planning) appear in Selamé, 1996.

who are *occupied*, but also to consider that *unoccupied* and *inactive* individuals might be carrying out such work, notwithstanding their declared status.

Therefore, according to the importance of home work in these subjects' activities, it is possible to conceptualize a group of *homeworkers* who are declared to be active and who work solely under this modality, albeit with a long working day. However, a second group also exists of those individuals who engage in dual employment, one of which is undertaken under the *home* modality. A third group is also identifiable, whose members initially declared themselves to be inactive, but who were revealed by an additional survey to be homeworkers.

(e) Viewed from the angle of the enterprise, home work serves to outsource a function that is inherent in or related to its line of business, which may previously have been carried out within the enterprise. Consequently, *it is of little importance where the external worker carries out his task, provided that it is not on company premises* (the legal angle is not here under discussion), because the employment relationship may be the same or similar even when workers associate in small workshops or work in shared collective spaces rather than in their homes. No fixed guideline exists to specify, in operational terms, the place outside the company where the work should be carried out, and different solutions have been identified by different studies. A broad criterion may complicate measurement in practical terms, in view of the many distinctions that need to be made. However, an excessively restricted definition of where work is carried out may exclude some individuals who would otherwise qualify as "homeworkers".

(f) If, as existing studies demonstrate, home work is frequently of a temporary or sporadic nature, the period over which the research takes place cannot be overly short. In this light, the reference to *the previous week* that frequently appears in work survey modules should be backed up with a substantially longer period of reference. However, it is acknowledged that any data requested with reference backed to an excessively distant point is likely to be less reliable. Information should also continue to be requested regarding the previous week, for the purpose of analysing information in conjunction with data produced for the same time by the Households Survey.

If this approach is adopted, two situations may be expected to arise, the first relating to those who are carrying out home work at the time of the survey or during the preceding week, that is, those *engaged under this modality*, and the second covering those who carried out home work during the longer period provided for in the additional survey and which, at the time the survey was made, may be either *occupied in another category, unemployed or inactive*.

(g) The possibility of introducing a module into the Households Survey opens up interesting possibilities of joint analysis of the information obtained through the two surveys. However, certain central issues must first be resolved, such as how to avoid double registration of a single job or how to compute the numerical differences in the number of occupied or inactive persons as revealed by the survey dealing specifically with home work.

## **2. Study objectives**

Once the Labour Directorate considered the line of investigation targeting specific sectors had been completed, it proposed to carry out a more global enquiry into new aspects of the home work modality

in Chile, to throw light on sectors or occupations where this form of work had not previously been recorded. With that end in view, it was decided that the study would be national in scope.

Given the difficulties of measuring atypical forms of work, the inherent limitations were accepted. The instrument to be used would be of a pilot nature and the specific objective set was to obtain a quantitative estimate of this work modality in the country as a whole. It was decided against designing a special original survey and, instead, additional questions were added to the Households Survey, the data-gathering instrument that was already in use.

It was further decided that a module should be incorporated in the National Statistics Institute's (INE) National Employment Survey. This body carries out a quarterly survey of a changing sample of households, with a view to recording data relating to work carried out by all individuals of 15 years or over. For the present purpose, a body of a higher technical level, with extensive experience and specialization in measuring work, was brought in and national coverage was simultaneously guaranteed. Meanwhile, it was agreed that the enquiry should be confined to particular aspects, given that the additional module could not exceed a given number of questions.<sup>6</sup>

Within the confines of the restrictions inherent in design considerations, a prime objective was that the survey should provide for the registration of all different types and modalities of home work existing in Chile.

## **2.1 Methodology**

The module was entitled *Supplementary Home Work Survey* and was carried out during the months of July, August and September 1997, among the sample of households targeted by the National Statistics Institute for its Employment Survey, consisting of 34,000 homes distributed among all regions of the country.

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<sup>6</sup> In the context of the agreement concluded between the Labour Directorate and the National Statistics Institute, a team was formed consisting of professional staff from both services who formulated the module (on the basis of the proposal submitted by the Labour Directorate) and trained individuals to carry out the survey. Subsequently, the National Statistics Institute carried out the survey and processed the data.

### 2.1.1 Supplementary home work survey (Annex 1)

The module consisted of nine questions which, as noted, were intended to ascertain the number of homeworkers in the country, together with some basic characteristics of this form of work. The questions reflect the criteria adopted in defining home work:

#### (a) *Declaration of activities carried out in the home*

In compliance with recommendations contained in specialist literature for the purpose of avoiding or minimizing omissions through non-declaration by the interviewee, it was decided that people would be asked individually whether they had engaged in any of the occupations appearing in a pre-established list. The premise being that, in this way, interviewees would declare certain types of work that they had not considered as such, and which they might not declare in response to a question formulated in abstract terms.

The list was drawn up on the basis of existing information on types of work carried out at home, and was extensively amended after trials. It included eight items relating to goods production activities and three relating to services activity. An “others” alternative was included, which is particularly important in ensuring that the full range of occupations carried out “at home” are accounted for (see Annex 1, Question 1 (a-f)).

Surveys carried out among households are generally not considered effective for obtaining information on employment. With this new approach, it is very likely that homeworkers will be identified and directly interviewed, thereby enhancing the validity of the information gathered.

#### (b) *The exclusion of independent workers*

The second major risk was that *some workers who were really self-employed might be classified as homeworkers*. This was considered to be a strong possibility since work on a self-employed basis is frequently carried out in people’s homes, or in adjoining or nearby premises. Moreover, people are frequently engaged as homeworkers and work on a self-employed basis at different times or even simultaneously. It may even occur that the same work is carried out under these two employment modalities.

For these reasons, stringent conditions were laid down for recording of data. Given that the interest was focused on work carried out for a third party, that is, handed out by a company, the two following criteria for inclusion were formulated:

- the product should not be directly marketed by the home worker; and
- the worker is subordinate to or bound by the orders of the person who hands out the work.

Thus, the classification of homemaker is confined to those who produce the product or service for a third party and who must abide by the specifications laid down by that third party, refraining from directly taking the product or service to the market. Compliance with these two conditions was ascertained through two specific questions (see Annex 1, Questions 2 and 3).

Hence, in this regard, *a restrictive criterion of the home work concept was adopted: “the work modality under which services are provided to a third party, that is, in a situation of subordination*

**of the will of the worker to that of a third party. The latter specifies the content of the work to be carried out and the characteristics of the product or service. The result of the work does not belong to the worker but to the person who gives him the production orders. It is the latter who, without exception, takes what is produced to the market and who fixes the price of the good or service in question”.**

This description is very close to that of the paid employee. The difference lies in that homeworkers are located outside the company premises and the subordination to which they are subject does not consist of direct physical supervision; they therefore enjoy greater flexibility in organizing their, although not in regard to its technical execution.

The questions were designed as to distinguish between those whose response to the first question placed them in the homeworker category, but whose responses to the next two questions revealed elements pertaining to the independent worker.

(c) *Only work carried out in the worker's own home*

Home work is carried out outside the company that hands it out. Although the work place is usually the worker's home, the legal definition accepts that it may be in some other place of the worker's choice. However, for the present purposes, a restricted definition of home work was adopted and, in order to avoid any overlap with other similar work situations, it was specified that *the work place should be the worker's own home*. Very few cases were exempted from this requirement, except those such as seaweed drying or net mending, given the nature of the task or the need of a larger space than is available in the home. These conditioning factors meant that street or door-to-door vending activities were excluded, unless part of this commercial activity was carried out in the home.

Significantly, work carried out in small workshops in which workers sometimes group was also excluded. The inclusion of situations involving association, albeit informal, requires that subsequent distinctions must be made, and this is only possible in a broader survey which has set out exhaustively to examine the characteristics and forms of work that is sent out and which may be considered as paid. However, such work cannot be included in this study, for which fairly stringent restrictions were introduced from the outset. Thus, the option, as stated, was to include only those workers who execute work handed out *in their own home*. This decision should be borne in mind because it implies the, possibly arbitrary, exclusion of workers who work under conditions of employment, hiring and labour relations that are similar to those of homeworkers *strictu sensu*.

(d) *The extension of the period of reference beyond the previous week*

For the above-mentioned reasons, the Supplementary Survey enquired into home work carried out during **any period during the 12 months prior** to the survey. However, it was also asked whether the work declared had been carried out during the previous week, with those replying affirmatively being broken down into two groups: current homeworkers and those who worked as such at some time prior to the survey. A third group of non-occupied individuals (unemployed and inactive) emerged who had been engaged as homeworkers prior to the survey.

(e) *Harmonization of the data obtained from the National Employment Survey (ENE) and the Supplementary Survey*



The questions appearing in the Supplementary Survey were obviously in line with those contained in the National Employment Survey. However, the former resulted in different figures in some of the categories provided for in the ENE. Had that not been the case, the measurement carried out by the Supplementary Survey would have served no purpose.

Not all the homeworkers recorded were “new”, on the contrary, in many cases, the work declared in the ENE would again be declared but this time as home work. It was important to rule out any such overlap, for which reason the first question was directed to ascertaining whether this work had already been declared.

In the presence of these precautions, the number of homeworkers revealed by the Supplementary Survey included:

- a sector of active individuals already registered as such in the ENE, engaged in an occupation that is now classified as *home work*;
- another sector of active individuals who are also registered in the ENE, who carry out under the home work modality an occupation other than that recorded in the Supplementary Survey;
- a third sector registered in the ENE as being inactive, and which appear in the Supplementary Survey as carrying out home work. Strictly speaking, these should appear jointly with the group of active individuals in the ENE.

To summarize the above points, **the factors inherent in the concept of home work used in this exercise** were as follows:

- that work is carried out for a third person;
- in the worker’s home;
- at some time during the previous 12 months;
- that in this process the worker has no decision-making power, except as regards the possibility of choosing his own timetable for carrying out the work and the system (operational sequences) that he employs;
- that the product of the work is not marketed by the worker; and
- the value of the work is specified by those who hand it out.

(f) *Other characteristics considered important in home work*

In addition to the questions intended to identify precisely those who work *at home* in Chile, a further five questions were targeted towards identifying some of the supposedly more interesting aspects of this work modality, as follows:

- ◆ the possible existence of arrangements to pass on part of the tasks handed out to other members of the household or persons outside it;
- ◆ the prolonged working day of homeworkers. Existing studies have demonstrated that homeworkers work long hours and that women are not exempted from simultaneously carrying out household tasks;

- ◆ the degree of stability of this type of work, which is hypothetically considered to be temporary or sporadic; and
- ◆ the identification of a possible dynamic of transition from the status of typical wage-earner to that of homemaker.

### 2.1.2 Trial of the instrument and training of interviewers (see Annex 2)

An initial informal trial was carried out, by “private” interviewers, with a view to assessing the module, particularly with a view to ascertaining if it was understood and whether it did indeed identify the work modality defined. Initial changes were made on the basis of the trial.

Subsequently, the instrument was subjected to an official trial, with INE interviewers with prior training. The objective here was likewise to test the instrument rather than to quantify home work. The results were analysed with the interviewers, and unclear cases resolved individually. The module was once more amended on the basis of results.

The main points discussed with the interviewers were:

- (a) the necessity of asking about each of the occupational alternatives contained in the module, despite the fact that it was a slow and tedious process, in order to keep omissions to a minimum;
- (b) the distinction between the homemaker and the self-employed worker. This specific measurement required interviewers to breakdown the “self-employed workers” category of the Employment Survey, in which the majority of homemakers were habitually classified. The first three questions must be asked in a coordinated manner. There is a possibility that, despite the training received, existing preconceptions may have prevailed in some cases.<sup>7</sup>
- (c) the fact that the questions in the two surveys do not refer to the same period; in introducing the Supplementary Survey, the time period abruptly changes from one week to one year. It must be ensured that the interviewee has assimilated that fact.
- (d) the need to indicate cases in which an overlap exists between the Supplementary Survey and the ENE.

Interviewers received training, in all regions, before and after the pilot survey. Subsequently, following the first weeks of work on the ground, another round of training was held in each region to settle doubts that had arisen thus far. In almost all cases, it was possible to correct mistakes that had been made.

## 3. Prevalence of home work in Chile

### 3.1 How many homeworkers?

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<sup>7</sup> The National Statistics Institute (INE) professionals involved were of the view that this factor may have caused some degree of under-registration.

The reference period for the measurement of home work, incorporated as Supplementary Survey in the ENE is 12 months. Given that the survey was conducted during the July-September 1997 quarter, information was gathered on all those who had worked at home between the months of July 1997 and September 1997.

Both the questions and the interviewers' instructions defined home work as being carried out at home, for third parties, with the details as outlined in the preceding section.

Estimates suggest a total of 79,740 individuals carrying out home work under the conditions specified, accounting for 1.5 per cent of all engaged in work during the July-September quarter, according to the ENE. This group will henceforth be called "homeworkers".

The tables following are for the July-September 1997 quarter covered by the survey, to give an insight into the relative prevalence of home work which, at first glance, appears limited.

**Table 1: Some employment figures of similar magnitude to the total of homeworkers**

<i>Homeworkers</i>		<i>79740</i>
Employed in particular regions:		
!	Aisén	37 510
!	Magallanes	60 390
!	Atacama	98 970
Employed in particular branches:		
!	Electricity, Gas and Water	36 630
!	Mines and Quarries	97 430
Employed in particular categories:		
!	Unpaid family members	138 280
!	Employers	194 800
!	Employers in the Metropolitan Region	85 710
!	First job seekers	48 800

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997

This type of work is carried out principally by women, as surmised by all analyses prior to any survey. In order to keep this important characteristic in view, most figures here are broken down by sex.

**Table 2: Distribution by sex of homeworkers and of total employed**

	<i>Homeworkers</i>		<i>Total employed</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
<i>Women</i>	65 654	82.3	1 737 040	32.8

<i>Men</i>	14 086	17.7	3 561 070	67.2
<i>Total</i>	79 740	100.0	5 298 110	100.0

Source: Supplementary Homeworkers Survey. Labour Directorate - INE, 1997.

All those who stated that they had engaged in home work during the 12 months prior to the survey are considered in the ENE to be occupied, on the basis of the various criteria employed in both forms of measurement, as explained in the previous section. Of these, 74.3 per cent (59,272) were registered by the ENE as occupied, and the remaining 20,468 as either inactive and, in some cases, unemployed.

**Table 3: Homeworkers by occupational situation in July-September 1997, in comparison to the total occupied <sup>8</sup>**

	<i>Total</i>	<i>Women</i>	<i>Men</i>
Homeworkers	79 740	65 654	14 086
Employed	59 272	46 336	12 936
Unemployed	2 986	1 994	992
Inactive	17 482	17 324	158
Total employed ENE	5 298 110	1 737 040	3 561 070
% of employed who engaged in home work during the year	1.1%	2.7%	0.4%
% of persons who engaged in home work of total employed	1.5%	3.8%	0.4%

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

<sup>8</sup> In view of the size of the sample and of the fact that the sample accounts on average for under 1 per cent of the population, it is recommended that only figures over 1,000 persons be used. Those below this level serve as a reference to indicate merely that some cases exist, with a very high margin of error in the estimate.

### 3.2 Urban/rural distribution

The supplementary home work survey reveals that this is a primarily urban phenomenon. A larger proportion of women than men are concentrated in urban areas.

**Table 4: Urban/rural distribution of homeworkers**

	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
<b>Urban</b>	63 800	97.2	13 076	92.8	76 876	96.4
<b>Rural</b>	1 854	2.8	1 010	7.2	2 864	3.6
<b>Total</b>	65 654	100.0	14 086	100.0	79 740	100.0

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

For purposes of comparison, a considerably larger proportion of the population over the age of 15 years, and of the total occupied population, live in urban areas, although the proportions are lower than those for homeworkers.

**Table 5: Urban/rural distribution of persons over 15 years and of total employed in July-September quarter, 1997**

	<i>Over 15 years Both sexes</i>		<i>Employed</i>				<i>Total</i>
			<i>Women</i>		<i>Men</i>		
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	
Urban	8 854.03	85.0	1 620.64	93.0	2 923.22	82.0	4 543.86
Rural	1 545.72	15.0	116.40	7.0	637.85	18.0	754.25
Total	10 399.74	100.0	1 737.04	100.0	3 561.07	100.0	5 298.11

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997  
*Figures in thousands and percentages.*

Urban concentration is also apparent at the regional level; regions with larger cities tend to account for larger proportions of homeworkers than of the total occupied population, with the exception of the Bio-Bio region (region VII).

The Metropolitan Region accounts for a larger proportion of homeworkers (58.2 per cent) than the proportion of total occupied residents (42.8 per cent). For the country as a whole, there are 15.1 homeworkers for every 1,000 occupied persons; this rational is higher in the regions of Tarapacá (I),

Valparaíso (V) and Magallães (XII). These figures may not be entirely reliable for the smaller regions, but they serve as an indicator for distinguishing between those with higher proportions of homeworkers.

**Table 6: Homeworkers and total employed, number of homeworkers for every 1000 employed and proportion of women among the former, by region**

<i>Regions</i>	<i>Homeworkers</i>	<i>Total employed</i>	<i>Homeworkers per thousand employed</i>	<i>% of women among homeworkers</i>
I	2 900	150 570	19.3	96.5
II	1 376	161 180	8.5	92.1
III	1 378	98 970	13.9	96.4
IV	867	194 250	4.5	94.6
V	10 025	505 890	19.8	87.0
VI	1 194	250 440	4.8	71.7
VII	1 521	310 360	4.9	87.4
VIII	8 301	620 310	13.4	82.1
IX	1 424	268 530	5.3	88.3
X	2 563	372 290	6.9	83.8
XI	n/s	37 510	5.8	n/s
XII	1 541	60 390	26.3	67.3
R.M.	46 432	2 267 430	20.5	80.1
TOTAL	79 740	5 298 110	15.1	82.3

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997  
*n/s = figure not significant. Totals include figures which are not significant.*

The proportion of women in home work is consistently high in all regions, particularly in comparison to the 32.8 per cent of women in the total occupied population, which varies little between regions.

### 3.3 Activities carried out by homeworkers

The Supplementary Home Work Survey not only identifies those who work under this modality, but also the category of activity in which homeworkers are engaged. Home work may involve the manufacture of a product or parts of a product, the promotional direct sale of third parties' goods or services or the provision of a specific service.

The question on activities carried out by homeworkers lists 12 different categories. The first eight are related to the manufacture of a product or parts of a product, and lists of the various branches. The following three questions enquire into services' activities: one refers to the sale of products, goods and/or services; another to collection of payments and carrying out of surveys by telephone and the third to the provision of a specific service, such as technical tasks (data inputting, typing, etc.). Lastly, a question is included on activities that are not clearly specified or which are not included among those listed, and which might relate to the production of goods and the provision of services.

The results of the home work survey indicate that the largest proportion are engaged in services activities, the total number exceeding that for goods production. The results achieved are of interest in that home work has traditionally been identified with goods production activities, generally in the manufacturing industries, in such sub-sectors as clothing and garment, and leather and footwear manufacture. This reveals a diversification in to “new” activities that are more closely linked with a provision of own and third party services, this change calling for a review of the way in which home work has been perceived and categorized to date. Targeted research must be carried out in order to gain a closer understanding of this emerging sector, which prompts such questions as: Are these new forms of occupation as precarious and vulnerable as those of which we are already aware? What requirements do they involve in terms of hours and intensity of work? What is the profile of the homemaker engaged in the provision of services?

**Table 7: Persons declaring that they have carried out work at home during the past year, by category of activity**

	<i>Women</i>		<i>Men</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Production of goods	21 975	33.5	10 159	72.1
Services activities	38 382	58.5	2 643	18.8
Others, unspecified	5 297	8.0	1 284	9.1
Total	65 654	100.0	14 086	100.0

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997

When data is broken down by sex, it is apparent that service activities are carried out primarily by women, who account for over half. Men predominate (72.1 per cent) in the production of goods.

A second aspect in which the situation of men and women differs is that women tend to be concentrated exclusively in two main activities, while men reveal a greater diversification of activities, thus reproducing an occupational segmentation by gender that is similar to that existing in the labour market as a whole. Almost three-quarters of women who work in their homes are concentrated into two categories of activity: half engage in the promotional sale of goods and products (51.7 per cent) and one-fifth in garment manufacture (19 per cent). Meanwhile, male homeworkers engage in a wider range of activities which may well involve a high level of specialization, including: leather working (22.6 per cent), garments (16.2 per cent) and metal (15.4 per cent).

A further comparison that may be made between the sexes focuses on activities which are either predominantly female or male. In only three of the eleven activities listed in the survey - leather, metal and wood - are over half of homeworkers male, leading to the notion that such activities are “man’s work”. Women predominate in all other activities, most particularly in carrying out surveys or telephone data collection which is an exclusively female activity. Women account for over 80 per cent of homeworkers involved in activities relating to the promotional sale of goods and services; manufacture of garments, fabrics and household items; production of goods in paper or cardboard, or in plastic or rubber, and those involving agricultural products.

Table 8 reflects the main activities in which homeworkers are engaged (for further information, see Annex 3).

**Table 8: Main activities of homeworkers by sex**

<i>Main activities of homeworkers</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	
Promotion or sale of goods or services: insurance, credit card, courses, travel, holidays or others.	33 924	97.4	895	2.6	34 819
Manufacture of garments or parts of garments, textiles, and/or household articles	12 498	84.6	2 280	15.4	14 778
Manufacture, assembly or activities in leather articles	2 889	47.6	3 185	52.4	6 074
Technical tasks: data inputting, typing, technical drawings, accounting or others.	4 040	69.8	1 748	30.2	5 788
Manufacture, assembly or activities in paper or cardboard	2 678	80.9	632	19.1	3 310
Manufacture, assembly or activities in metal articles	409	15.9	2 169	84.1	2 578

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Some differences are apparent in the principal categories of activity in urban and rural areas although, as stated, home work in rural areas accounts for only 3.6 per cent of employment. In both sectors, the main activity relates to the promotional sale of products and services. In urban areas, this is followed by garment manufacture and work of a technical nature, which is in contrast to rural areas where the most prominent activities are: processing or work involving agricultural products and craft work, employing materials such as clay or wicker.

No major differences are apparent in principal activities by region, with the result that no regional specialization may be said to exist, except in those regions where home work is most prevalent. Table 9 lists the three principal areas of activity at the regional level, in declining order. The regions selected are those with the largest number of persons engaged in home work, and those where the proportion of homeworkers for every 1,000 occupied inhabitants is highest.



**Table 9: Main categories of activity by region**

<i>Regions</i>	<i>Main categories of activity by region</i>
RM	<ul style="list-style-type: none"> <li>• Promotion or sale of goods and services</li> <li>• Manufacture of garments, textiles, and/or household articles</li> <li>• Manufacture or carrying out of activities in leather</li> </ul>
V	<ul style="list-style-type: none"> <li>• Promotion or sale of goods or services</li> <li>• Manufacture or garments, textiles, and/or household articles</li> <li>• Manufacture or carrying out of activities in plastic or rubber</li> </ul>
VIII	<ul style="list-style-type: none"> <li>• Promotion or sale of goods or services</li> <li>• Manufacture or garments, textiles, and/or household articles</li> <li>• Manufacture or carrying out of activities in leather</li> </ul>
XII	<ul style="list-style-type: none"> <li>• Manufacture or garments, textiles, and/or household articles</li> <li>• Other activity (*)</li> <li>• Manufacture or carrying out of activities in wood</li> </ul>
I	<ul style="list-style-type: none"> <li>• Promotion or sale of goods or services</li> <li>• Manufacture or garments, textiles, and/or household articles</li> <li>• Other activity (*)</li> </ul>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Note: Activities have been listed in declining order of importance.

(\*) Includes: activities not clearly specified, possibly production or goods and provision of services.

Another defining feature of homeworkers is whether or not they are helped by members of their family or by outsiders in executing the work handed out to them. It is widely considered that, since home work is carried out in the home and without direct supervision by the employer, family members and, in some cases, persons outside the household, may assist. The supplementary survey enquired as to whether assistants had been used for the most recent task executed. The results are reflected in Table 10.

**Table 10: Type of assistance required by homeworkers (women and men)**

<i>Type of assistance</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	
Members of the household	7 560	11.5	3 861	27.4	11 421
Non- members of the household	1 522	2.3	45	0.3	1 567
No assistance received	56 572	86.2	10 180	72.3	66 752
Total	65 654	100.0	14 086	100.0	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

The majority of homeworkers (83.7 per cent) work alone, and do not require the assistance either of members of their household or of non-family members; only 16.3 per cent (12,988) receive assistance. Such assistance is provided, for the most part, by members of the household, which bears out the results of other home work studies. When the figures are disaggregated, it is apparent that men more frequently receive assistance than women, in all likelihood because they are producing goods to a deadline. Women, meanwhile, more commonly engage in services activities which gives them greater autonomy in terms of objectives.

**Table 11: Type of assistance required by homeworkers by area**

<i>Type of assistance</i>	<i>Urban area</i>	<i>Rural area</i>	<i>Total</i>
Members of the household	10 745	676	11 421
Non-members of the household	1 567	0	1 567
No assistance received	64 564	2 188	66 752
Total	76 876	2 864	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

The proportion of homeworkers receiving assistance varies in accordance with the nature of the area in which it is carried out, with 16 per cent receiving some type of assistance in urban areas, as compared to 23.6 per cent in rural areas. In rural areas, all activities are in production: processing or work with agricultural products, craft work using products such as wicker or clay among others. In urban areas, a larger share of activities are in the services sector, which accounts for the fact that less assistance is required.

Table 12 demonstrates that assistance in home work is more closely related to production activities (27.9 per cent) than to services activities where 90.5 per cent require no assistance whatsoever.

**Table 12: Assistance required by homeworkers by type of activity**

<i>Type of activity</i>	<i>Assistance</i>	<i>No assistance</i>
Production of goods	9 065	23 451
Services activities	3 920	37 438
Others - unspecified	718	5 863

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997

### 3.4 Working hours of homeworkers

A clearer understanding of a particular type of work may be gained by considering the time devoted to it each day or each week, which offers an insight into the required intensity of work. Interviewees were therefore asked how many hours they had worked each day during the previous week, in order to ascertain the proportion of time devoted by homeworkers to such activity.

The first point of note in viewing the overall results (Table 13) is that the working day tends to be fairly short, which contradicts the majority of existing studies which refer to prolonged periods of work. The average working week is under 30 hours, and most commonly under 15 hours, although 7 per cent of workers state that they work 60 or more hours per week.

A number of distinctions follow which give a more specific insight into the results obtained regarding hours worked by homeworkers.

**Table 13: Homeworkers: Weekly hours worked (women and men)**

<i>Weekly hours worked</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Under 15 hours	31 059	47.3	3 224	22.9	34 283	43.0
15 to 29	17 083	26.0	2 954	21.0	20 037	25.1
30 to 34	3 357	5.1	931	6.6	4 288	5.4
35 to 47	7 509	11.4	2 365	16.8	9 874	12.4
48	2 400	3.7	1 572	11.2	3 972	5.0
49 and over	4 246	6.5	3 040	21.6	7 286	9.1
Total	65 654	100.0	14 086	100.0	79 740	100.0

Source: Supplementary Home Work Survey.Labour Directorate INE, 1997.

The breakdown of figures by sex reveals that two-thirds of men work under 48 hours per week, while the other third work 48 hours or more. This ratio is different for women, with 90 per cent working a below-average week. This difference is borne out by the average of hours worked each week: women work an average of 21 hours a week, while men work an average of 35 hours .

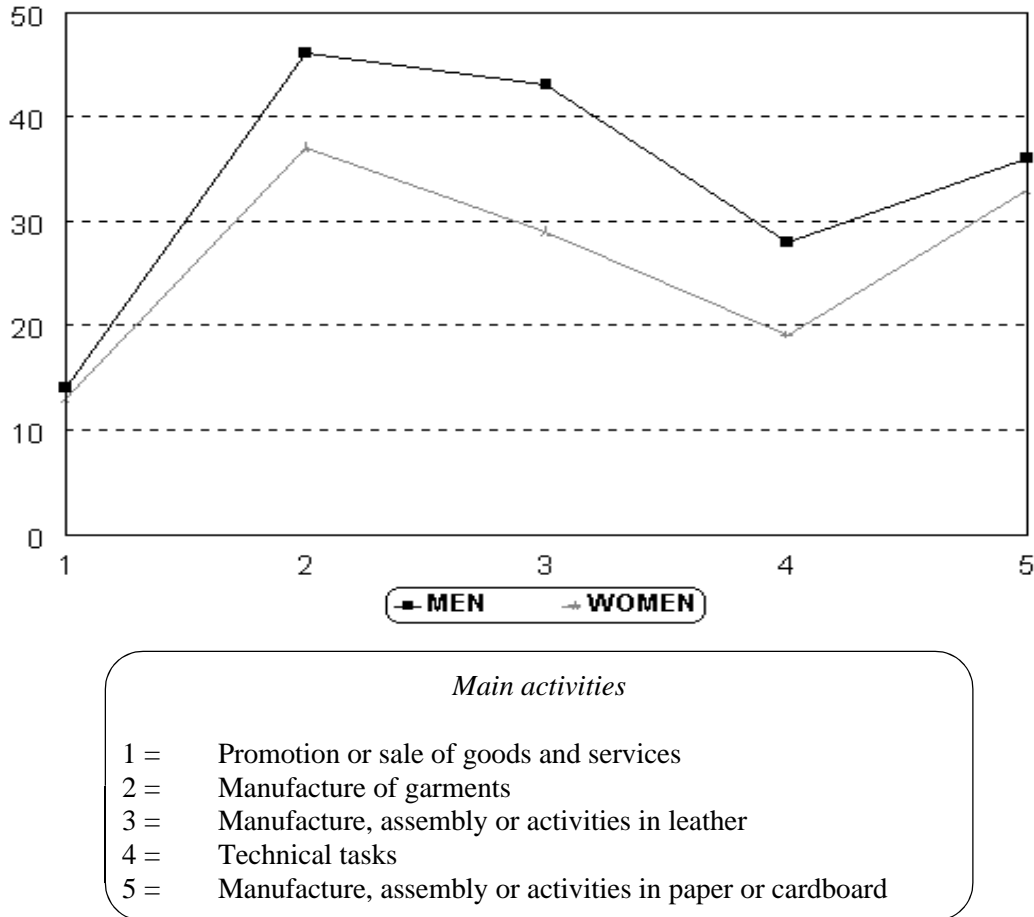
The graph clearly demonstrates that men devote more hours than women to the activity in which they engage. It is also to be noted that longer hours are worked in production activities as compared to provision of services.

Requirements in regard to services activities are less demanding, probably because they are carried out in a more sporadic manner. Both sexes devote an average of 13 hours per week to the promotional sale of goods and services (14 hours for men and 13 hours for women) and 22 hours a week to technical tasks such as typing, data inputting, etc. (an average of 26 hours per week for men and 20 hours for women).

Among production activities, the longest average hours per week (38 and 37 hours respectively for both sexes) are devoted to the manufacture of garments, fabrics and/or household articles, and to those connected with leather and footwear. As an average, this figure is high and includes cases where

home work is a second occupation for many workers or, alternatively, constitutes a non-permanent activity.

**Graph 1: Homeworkers: Average weekly hours worked (by sex and main categories of activity)**



Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

The working week may also be analysed in terms of distribution over the week, in order to distinguish between hours worked on working days (Monday to Friday or Saturday) and weekends. A first conclusion is that home work adheres to a pattern that is similar to that of many paid jobs, that is, 95 per cent of workers work from Monday to Friday, of which half work on Saturday and a quarter also on Sunday. The intensity of work also varies by day of the week, being most intense from Monday to Friday and on Sunday for those who devote less than 15 hours a week to home work. Table 14 presents these results, broken down by sex.

**Table 14: Number of homeworkers by hours worked by day of the week and by sex**

<i>Weekly hours worked</i>	<i>Days of the week worked</i>
----------------------------	--------------------------------

	<i>Monday to Friday</i>		<i>Saturday</i>		<i>Sunday</i>	
	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>
Under 15 hours	30 163	3 512	34 344	8 100	15 518	4 127
15 to 47 hours	30 194	7 578	n/s	0	n/s	0
48 hours	0	0	0	0	0	0
49 and over	2 757	2 728	0	0	0	0
Did not work	2 540	n/s	30 651	5 986	49 428	9 959
Total	65 654	14 086	65 654	14 086	65 654	14 086

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

Results by worker gender confirm the previous statement that men work more intensively: they put in longer hours on working days and a third of men, as compared to under a quarter of women, work on Sundays.

#### **4. Primary, secondary and occasional homeworkers**

The methodology employed to identify home work was successful in selecting the target group, as borne out by the fact that 99.3 per cent answered that the company handing out the work laid down the corresponding technical specifications, while only 0.7 per cent said that they did so themselves.

Moreover, 95.5 per cent of those who produce physical goods at home (32,412) stated that they never sell directly to the public, 3.3 per cent stated that they “sometimes” sell directly and the remaining 1.2 per cent do so “as a rule”.

The information gathered by this survey allows the most common forms of home work to be characterized, with a view to identifying where support or policy changes are required.

The objective is to distinguish homeworkers, in terms of the hours and intensity devoted to home work and whether or not it is carried out in conjunction with other activities. It may be supposed that such considerations will prompt different patterns of behaviour among homeworkers.

The criteria underlying this typology are:

- ◆ whether home work is a primary or secondary activity;
- ◆ whether this activity is carried out in conjunction with some other form of paid work;
- ◆ whether it is a temporary activity carried out by unemployed persons, shared with domestic tasks or pertaining to other unoccupied persons.

This typology was drawn up by cross-referencing the data obtained through the ENE, which enquires into occupation during the previous week, with the results of the survey specifically for homeworkers which enquires into work during the previous 12 months. Consequently, distinctions emerge between the groups defined, based on whether or not activity during the two periods of reference coincides or not. The perception and reaction of the interviewer to these two types of questions also has a bearing. The ENE required that home work should be declared if any such work had been carried out during the previous week but, in some cases, this was not done, to some extent because such work is undervalued (it is not considered as “work”) or because it is considered to be of a clandestine or illegal nature, for reasons that should be further investigated.

The ENE covers the entire population of 15 years of age or over, who are classified by occupational situation as either Occupied, Unemployed or Inactive. The reference period is the week prior to the survey, in order to distinguish between the occupied population and the remainder. Meanwhile, unemployed and inactive subjective criteria come into play, with a tendency to omit from the “work” category inactive activities that do not correspond to their personal concept of work.

A further classification is applied to the same population which cuts across the previous categories and divides the entire population between those who have engaged in home work and those who have not done so during the 12 months prior to the survey. The question on the type of activity carried out in the home serves to identify occupied workers who have carried out home work and who declared it in the ENE as their main occupation, and those occupied workers for whom home work did not coincide with the main work declared in the ENE. These classifications produced the following “types of homeworker”:

- # **Group 1 or primary homeworkers:** occupied according to the ENE, whose main (or sole) occupation is homework;
- # **Group 2 or secondary homeworkers:** occupied according to the ENE, whose main occupation is not home work, but who currently engage in home work or have done so during the last 12 months;
- # **Group 3 or occasional homeworkers:** unemployed and inactive according to the ENE, who currently engage in home work or have done so during the past 12 months.

The following diagram illustrates the relationship between types or groups of homeworkers and the ENE categories.

**Table 15: Homeworkers by type and sex**

<i>Types of homeworkers</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Group 1	36 635	55.8	8 621	61.2	45 256	56.7
Group 2	9 701	14.8	4 315	30.6	14 016	17.6
Group 3	19 318	29.4	1 150	8.2	20 468	25.7
Total	65 654	100.0	14 086	100.0	79 740	100.0

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Group 1 is the largest group, corresponding to those who were working at home during the three months covered by the survey, constituting their main occupation. Group 3 is the next largest group, corresponding to the unemployed and inactive who are also homeworkers.

For the majority of both men and women, home work is the principal activity in which the worker was engaged at the time of the survey, and on a regular basis. However, in cases where home work is not of this nature, men are more inclined to combine it with other paid work (group 2, which accounts for 3.6 per cent of men) while women tend to be unemployed or inactive (Group 3, accounting for 29.4 per cent of women).

The information on whether or not interviewees worked in their home during the week prior to the survey provides further information on the situation of those in each group.

**Table 16: Homeworkers by group, in relation to whether or not they worked during the previous week**

<i>Types of homeworkers</i>	<i>Worked</i>		<i>Did not work</i>		<i>Total</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Group 1	45 032	99.5	n/s	0.5	45 256	100
Group 2	4 975	35.5	9 041	64.5	14 016	100
Group 3	6 840	33.4	13 628	66.6	20 468	100
Total	56 847	71.3	22 893	28.7	79 740	100

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

The conclusion is that, if the ENE criterion is applied, which classifies as occupied only those who were working (or who had worked) during the previous week, then the total of occupied homeworkers would fall to 71 per cent. Those who combine their home work with other work (Group 2) or who are unemployed or inactive (Group 3) falls to approximately one-third, which indicates that the remaining two-thirds of these groups carried out such work prior to their current activity or that it is a sporadic or temporary activity.

These different situations may be interpreted as follows:

- **Primary homeworkers or Group 1:** the majority worked during the previous week, while those who did not fall into the category of those who “have worked in the past, but did not work during the previous week”.
- **Secondary homeworkers or Group 2:** 35.5 per cent combine home work with their main work and 64.5 per cent are occupied persons who have carried out home work during the course of the past year, but not during the previous week. These include workers who have carried out both types of work simultaneously, and those who had engaged in home work before giving it up in order to take up their current occupation.
- **Occasional homeworkers or Group 3:** 33.4 per cent are inactive and unemployed; they carry out home work but do not consider it to be work, in that they did not declare it as such in the ENE; 66.6 per cent have engaged in home work during the past year, but not during the previous week.

The information on secondary homeworkers (Group 2) who appear to combine their main occupation with home work is cross-referenced with ENE question 13: “*In addition to the work described, do you have any other job or activity?*”

- ! YES = total of occupied workers who combine home work with a principal activity, excluding those who do not consider it to be work.
- ! NO = total of occupied workers who have carried out home work during the previous year, but do not do so at the present time, or who do not consider it to be work



**Table 17: Secondary homeworkers: Homeworkers who have another main job, in accordance with whether or not they declared their secondary job to ENE**

<i>N</i> <sup>o</sup>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>N</i> <sup>o</sup>	%	<i>N</i> <sup>o</sup>	%	<i>N</i> <sup>o</sup>	%
<i>Have another job</i>	2 906	77.9	931	74.8	3 837	77.1
<i>Do not have another job</i>	824	22.1	314	25.2	1 138	22.9
<i>Total</i>	3 730	100.0	1 245	100.0	4 975	100.0

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

This information demonstrates that the data obtained through the two surveys is consistent. It also demonstrates the degree to which replies reflect that home work is undervalued, clandestine, overlooked or simply was not carried out during the week prior to the survey. A majority of some 77 per cent declared their home work in the ENE, before being asked about it.

#### **4.1 Description of types of homeworkers**

##### 4.1.1 Gender and area of residence

All three groups are urban in nature, with only some of the men in the secondary homeworkers' groups (group 2) and occasional homeworkers (group 3) residing in rural areas, although these groups are too small to be considered significant.

All groups reveal a high concentration in the Metropolitan Region, although with gender differences. The highest concentration is among men in Group 1 (77.4 per cent of the total in the Metropolitan Region). For women, the highest concentration in the Metropolitan Region is for Group 3, where they combine work with domestic tasks.

**Table 18: Proportion of homeworkers resident in urban areas and in the M.R.**  
**- Proportion of workers (percentage)**

<i>Types of homeworkers</i>	<i>Resident urban areas</i>			<i>Resident in the Metr. Reg.</i>		
	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Group 1	97.4	98.8	97.7	53.4	77.4	5.8
Group 2	99.5	84.2	94.8	55.8	4.2	51.3
Group 3	95.5	80.1	94.7	63.9	58.5	63.6
Total	97.2	92.8	96.4	56.7	65.4	58.2

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Note: Absolute figures appear in Tables 11 and 12.

**Table 19: Distribution of homeworkers by type and area of residence**

<i>Types of homeworkers</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>Urban</i>	<i>Rural</i>	<i>Urban</i>	<i>Rural</i>	<i>Urban</i>	<i>Rural</i>
<b>Group 1</b>	35 697	938	8 520	n/s	44 217	1 039
<b>Group 2</b>	9 649	n/s	3 635	680	13 284	732
<b>Group 3</b>	18 454	864	921	n/s	19 375	1 093
<b>Total</b>	63 800	1 854	13 076	1 010	76 876	2 864

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

**Table 20: Distribution of homeworkers by type in accordance with whether they live in the Metropolitan Region or elsewhere in the country**

<i>Types of homeworkers</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>Metr.Reg.</i>	<i>Rest country</i>	<i>Metr.Reg.</i>	<i>Rest country</i>	<i>Metr.Reg.</i>	<i>Rest country</i>
Group 1	19 562	17 073	6 672	1 949	26 234	19 022
Group 2	5 314	4 387	1 873	2 442	7 187	6 829
Group 3	12 338	6 980	673	n/s	13 011	7 457
Total	37 214	28 440	9 218	4 868	46 432	33 308

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

#### 4.1.2 Occupational category

The homeworkers who are classified by the ENE as being occupied (Groups 1 and 2) have the following occupational categories.

**Table 21: Homeworkers of Groups 1 and 2 by occupational position**

<i>Occupational position</i>	<i>Group 1</i>			<i>Group 2</i>			<i>Total Group 1 and 2</i>		
	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Employer	n/s	n/s	n/s	0	0	0	n/s	n/s	n/s
Self-employed	32 622	7 206	39 828	3 098	1 701	4 799	37 298	8 907	46 205
Wage-earner	3 864	1 156	5 020	4 676	2 524	7 200	8 540	3 680	12 220
Domestic Service	n/s	0	n/s	1 502	0	1 502	1 502	0	1 556
Unpaid family member	n/s	0	n/s	n/s	0	n/s	n/s	0	n/s
Total	36 635	9 621	45 256	9 701	4 315	14 016	46 336	12 936	59 272

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

78 per cent (46,205) of occupied workers who carry out their occupation at home (59,272) are classified as self-employed workers and 21 per cent (12,220) being public and private sector employees. The figures for the remaining occupational categories are not significant. None of the habitual ENE statistical categories clearly reflect the situation of the homeworker, for which reason they are frequently classified as self-employed or, less commonly, as wage-earners. These alternatives reflect their own perception of their relationship with those who hand out the work, lay down the specifications and sell their products or services.

The secondary homeworkers' group (Group 2) includes a higher proportion of wage-earners than of self-employed. It is possible that, for those who combine wage-earning and home work activities (35.5 per cent or 4,975 individuals), a connection may exist between the company that employs them and the nature of their home work, as will be discussed later.

**Table 22: Secondary homeworkers or Group 2:  
Group 2 wage-earners by size of establishment in which they work**

<i>Size of establishment</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Under 5 persons	669	n/s	770
From 5 to 9 persons	n/s	n/s	690
10 persons or over	3 811	1 929	5 740
Total	4 676	2 524	7 200
Of these, public sector wage-earners	1 693	n/s	2 138

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

These figures reveal that the majority of wage-earners who carry out or have carried out home work are employed by enterprises with 10 employees or more. In the private sector, this means that, in

addition to their wage-earning activity, the company that employs them may also give them some type of home work.

The occasional homeworkers' group (Group 3) consisting of those who are currently unemployed and inactive, may be disaggregated by gender and occupational situation as follows:

**Table 23: Group 3 homeworkers by occupational situation and sex, in accordance with whether or not they worked the previous week**

<i>Occupational situation</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Worked the previous week</i>	
				YES	NO
Unemployed	1 994	992	2 986	716	2 270
Household tasks	15 611	0	15 611	5 851	9 760
Remainder inactive	1 713	n/s	1 871	n/s	1 598
Total	19 318	1 150	20 468	6 840	13 628

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s = Non-significant figure. Totals include non-significant figures.

This group is composed primarily of women who devote themselves first and foremost to household tasks, 37.5 per cent (5,851) of whom engage in home work. Some 15 per cent of Group 3 are unemployed women who have engaged in home work during the course of the previous 12 months, the majority of whom had not worked the previous week. Some of them may be unemployed homeworkers. Women predominate in this group of unemployed.

#### 4.1.3 Categories of activity

It is of interest to consider the type of activity carried out by each of the three groups of homeworkers. Table 24 shows the main activities of homeworkers by groups.

For Group 1, which is the largest group and for whom home work is the principal and sole activity, the sale of goods and services (43.9 per cent) is the main category of activity, followed by two "traditional" home work activities: garment manufacture (19.8 per cent) and activities involving leather and footwear (9.1 per cent).

For Group 2, for whom home work may be a secondary activity or one they have carried out during the previous year but not during the previous week, it may be concluded that, for one sub-group, the sale of goods and services (38.1 per cent) and garment manufacture (19.9 per cent) continue to be the principal activities, with third place being occupied by technical work such as data inputting, typing, etc. (14.8 per cent), which may more readily be carried out as additional activities and are probably connected with skills previously acquired by the workers in question. It would be of interest to ascertain the relationship that exists between a worker's main job and their home work. For the group of

occasional homeworkers, Group 3, who are defined as unemployed and principally inactive, the same activities recur in the same proportions as for Group 1 which consists of principal homeworkers.

**Table 24: Main categories of activity by types of homeworkers**

<i>Main activities of homeworkers</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Total</i>
Promotion or sale of goods or services: insurance, credit card, courses, travel, holidays or others.	19 859	5 335	9 625	34 819
Manufacture of gartments or parts of garments, textiles, and/or household articles	8 945	2 791	3 042	14 778
Manufacture, assembly or activities in leather articles	4 126	696	1 252	6 074
Technical tasks: data inputting, typing, technical drawings, accounting or others.	2 910	2 081	797	5 788
Manufacture, assembly or activities in paper or cardboard	1 293	1 219	798	3 310
Manufacture, assembly or activities in metal articles	1 976	n/s	n/s	2 578
Remaining activities (*)	6 147	1 695	4 551	12 393
<b>TOTAL</b>	<b>45 256</b>	<b>14 016</b>	<b>20 468</b>	<b>79 740</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

*n/s = Non-significant figure. Totals include non-significant figures.*

(\*) *includes: work carried out with agricultural products: manufacture or activities with wood, plastic or rubber; crafts using wicker, reed or sisal, etc.; telephone surveys or collection, and the "unspecified activities" alternative.*

If the situation is analysed from the angle of demand, it would be of interest to ascertain the specific requirements imposed on workers by companies, by asking the following question: Are there particular categories of activity that attract a given type of homeworker (or group) or do companies make no distinction between them? A first conclusion, which is borne out by existing information, is that production activities (only the two most important are considered for this exercise, namely garment manufacture and leather working activities) principally require workers that devote themselves exclusively in terms of time and intensity of work to this activity, which in this study we have termed "principal homeworkers" or Group 1; in second place, they require Group 3 or "occasional homeworkers" who, under our definition, are unemployed or inactive. The question remains of whether such activities also require any specific skill or competence on the part of workers.

The activity carried out by the largest proportion of homeworkers - sales of goods and services - calls for a different series of homeworkers, in large numbers, who ideally are scattered geographically,

in order to obtain contacts and potential clients and buyers of the goods and services offered; there is no requirement that workers should devote themselves exclusively to this activity. Results confirm that demand here is primarily for “principal homeworkers” (Group 1), although extensive demand also exists for the so-called “occasional homeworkers” (Group 3).

Finally, activities involving technical work (data inputting, typing, etc.) clearly requires principal and secondary homeworkers (Groups 1 and 2) who are most likely to offer the necessary technical skills to satisfy the requirements of this type of work.

Results in terms of gender vis-à-vis types of homeworkers are consistent with those already outlined. However, it is highlighted that technical workers, both men and women, are to be found among “secondary homeworkers” (Group 2), which might be attributed to the fact that this type of work may be carried out as a second occupation or be linked with skills that have been previously acquired by workers or through their current occupation.

The issue of assistance in home work is also analysed in connection with the behaviour of each of these groups.

Results broken down by groups or types of homeworkers reveal that “secondary homeworkers” (Group 2) require more assistance (23.1 per cent), which is understandable in the situations where this is a second occupation. Primary homeworkers (Group 1) who devote themselves principally or exclusively to home work require less help (19.4 per cent). Finally, occasional homeworkers (Group 3), corresponding to the unemployed or inactive, are rarely assisted (7.5 per cent).

**Table 25: Main categories of activity by sex for the different types of homeworkers**

<b>Women</b>	<b>Group 1</b>	<ul style="list-style-type: none"> <li>• Promotion or sale of goods and services</li> <li>• Manufacture of garments, textiles and/or household articles</li> <li>• Other activity (*)</li> </ul>
	<b>Group 2</b>	<ul style="list-style-type: none"> <li>• Promotion or sale of goods and services</li> <li>• Manufacture of garments, textiles and/or household articles</li> <li>• Technical tasks: data inputting, typing, technical drawing, accounting and others</li> </ul>
	<b>Group 3</b>	<ul style="list-style-type: none"> <li>• Promotion or sale of goods and services</li> <li>• Manufacture of garments, textiles and/or household articles</li> <li>• Other activity (*)</li> </ul>
<b>Men</b>	<b>Group 1</b>	<ul style="list-style-type: none"> <li>• Promotion or sale of goods and services</li> <li>• Manufacture of garments, textiles and/or household articles</li> <li>• Manufacture or carrying out of activities in metal</li> </ul>
	<b>Group 2</b>	<ul style="list-style-type: none"> <li>• Technical tasks: data inputting, typing, technical drawing, accounting and others</li> <li>• Manufacture or carrying out of activities in leather</li> </ul>

		<ul style="list-style-type: none"> <li>Promotion or sale of goods and services</li> </ul>
	<b>Group 3</b>	<ul style="list-style-type: none"> <li>Manufacture or carrying out of activities in metal</li> <li>Manufacture or carrying out of activities in leather</li> <li>Manufacture or carrying out of activities in wood</li> </ul>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Note: Activities listed in declining order of importance.

(\*) Includes: Activities not clearly specified, which might relate to the production of goods or provision of services.

**Table 26: Assistance required by homeworkers by type of activity and by groups**

<i>Type of activity</i>	<i>Assistance</i>	<i>No assistance</i>
<i>Group 1</i>		
Production of goods	5 807	12 952
Services activities	2 296	20 668
Others unspecified	718	3 010
<i>Group 2</i>		
Production of goods	1 995	4 032
Services activities	1 361	6 193
Others unspecified	0	955
<i>Group 3</i>		
Production of goods	1 263	6 467
Services activities	263	10 577
Others unspecified	0	1 898

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

#### 4.1.4 Working time

As mentioned previously, in typifying homeworkers, an attempt is made to differentiate homeworkers in terms of how important this activity is for them, as reflected by the time they devote to it and by other criteria which will not be discussed here. Time devoted to an activity may be expressed in different ways, one of them being the number of hours worked each week, taking as point of reference that the normal working week in Chile is 48 hours.

**Table 27: Weekly hours worked by types of homeworkers**

<i>Weekly hours worked</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>
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	N°	%	N°	%	N°	%
Under 10 hrs	8 790	19.4	4 114	29.4	7 624	37.3
10 to 14	6 756	14.9	3 441	24.6	3 558	17.4
15 to 29	10 967	24.2	3 326	23.7	5 744	28.1
30 to 34	3 306	7.3	715	5.1	267	1.3
35 to 47	7 052	15.6	747	5.3	2 075	10.1
48	2 902	6.4	800	5.7	270	1.3
49 and over	5 483	12.2	873	6.2	930	4.5
Total	45 256	100.0	14 016	100.0	20 468	100.0

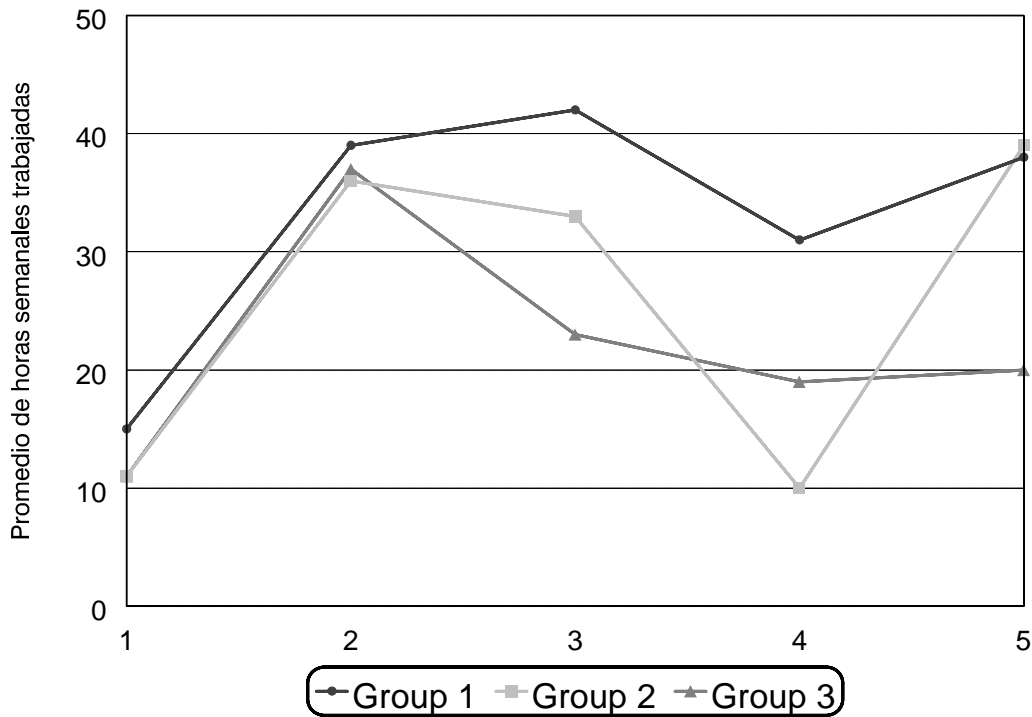
Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

In terms of the number of hours worked per week, Group 1, for whom home work is the principal activity, works most (on average 27 hours per week), while the overall average is 24 hours. Secondary homeworkers (Group 2) work an average of 20 hours, and occasional homeworkers (Group 3) work 18 hours.

Graph 2 combines the behaviour of the different types of homeworkers in terms of average hours worked and main activities pursued. It bears out that principal homeworkers (Group 1) work more hours on average than the other groups, with the exception of activities using paper or cardboard. As stated previously, workers are required to devote more time to production activities than to service activities.



**Graph 2: Average weekly hours worked by types of homeworkers and main categories of activity**



- 1 = Promotion or sale of goods or services
- 2 = Manufacture of garments
- 3 = Manufacture, assembly or activities in leather
- 4 = Technical tasks
- 5 = Manufacture, assembly or activities in paper or cardboard

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Men work more hours than women, particularly among principal homeworkers (Group 1) - on average 43 and 23 hours, respectively. The disparity is smaller for Group 2, with a difference of only one hour between men and women, and of nine hours for Group 3 (men work 27 hours per week on average, and women 18 hours).

### 5. Total duration of home work activity

Homeworkers are asked to state when they started to engage in home work for third parties. Their replies reveal how long they have been working at home. The total numbers appear in Table D, Annex 3; numbers of homeworkers by gender, age and length of activity are given in the body of this study. In general terms, the total duration of homework is relatively short: 86.6 per cent began to work at home during the 1990s; 89.1 per cent for women and 74.8 per cent for men.

**Table 28: Homeworkers by year in which they began home work and by sex**

<i>Year</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Before 1979	1 748	2.7	1 411	10.0	3 159	4.0
1980 to 1984	1 052	1.6	826	5.9	1 878	2.3
1985 to 1989	4 344	6.6	1 315	9.3	5 659	7.1
1990 to 1994	12 676	19.3	3 415	24.3	16 091	20.2
1995 to 1997	45 834	69.8	7 119	50.5	52 953	66.4
<b>Total</b>	<b>65 654</b>	<b>100.0</b>	<b>14 086</b>	<b>100.0</b>	<b>79 740</b>	<b>100.0</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

In relative terms, men have a longer history of home work, which is borne out by their age structure. Male homeworkers are also older on average than their female counterparts.

Age has a bearing on the fact that men have a longer history of home work since, in general, the degree of continuity in home work increases with age, as is logical. However, for some 60 per cent of those between the ages of 35 and 54 years, whose working life may have begun before 1990, home work is a very recent activity.

**Table 29: Number of homeworkers by age and percentage distribution in each bracket, by period in which they began working**

<i>Age brackets</i>	<i>Number</i>	<i>Percentage beginning homework</i>			
		<i>Before 1990</i>	<i>1990 to 1994</i>	<i>1995 to 1997</i>	<i>Total</i>
15 to 24 years	9 408	0	9	91	100
25 to 34 years	21 927	6	16	78	100
35 to 44 years	26 868	12	26	62	100
45 to 54 years	13 006	20	23	57	100
55 to 64 years	5 812	37	27	36	100
65 years and over	2 719	57	10	33	100
<b>Total</b>	<b>79 740</b>	<b>14</b>	<b>20</b>	<b>66</b>	<b>100</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

As demonstrated by Table 25, the distribution of this indicative by sex clearly shows that the differences between men and women are not to be attributed solely to age. The proportion of men, both overall and within each age group - with the exception of the 55 to 64 years group - who began work prior to 1990 is higher than for women. Meanwhile, the proportion of women, both overall and within

each age group, who began home work after 1995, is higher than for men. Since the number of women is much larger, it is concluded that home work is carried out primarily by workers who are relatively new to the activity and that few have a long history in this occupation.

**Table 30: Distribution of homeworkers within each age bracket, by sex and by period in which they began home work**

<i>Age brackets</i>	<i>Proportion that began home work during the period</i>					
	<i>Before 1990</i>		<i>1990 to 1994</i>		<i>1995 to 1997</i>	
	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>
15 to 24 years	0	0	9	15	91	85
25 to 34 years	5	10	15	19	80	71
35 to 44 years	8	29	26	25	66	46
45 to 54 years	16	32	21	28	63	40
55 to 64 years	37	36	24	39	39	25
65 years and over	52	81	12	0	26	19
<b>Total</b>	<b>11</b>	<b>25</b>	<b>19</b>	<b>24</b>	<b>70</b>	<b>51</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Finally, the number of years devoted to home work differs for each of the three groups. Those in the principal homemaker's group (Group 1) have a relatively longer history, while the remainder may be considered to be more precarious and more recent.

**Table 31: Distribution of homeworkers within each group, by sex and by period during which they began home work**

<i>Types of home-workers</i>	<i>Proportion that began home work during the period</i>								
	<i>Before 1990</i>			<i>1990 to 1994</i>			<i>1995 to 1997</i>		
	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Group 1	13	33	17	21	22	21	66	45	62
Group 2	4	16	8	23	26	24	73	58	68
Group 3	11	4	10	14	33	16	75	63	74
<b>Total</b>	<b>11</b>	<b>25</b>	<b>14</b>	<b>19</b>	<b>24</b>	<b>20</b>	<b>70</b>	<b>51</b>	<b>66</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

While the majority of members of all three groups of homeworkers have only taken up this activity recently, Group 1 - principal homeworkers - display a longer average history and, within this group, men have a substantially longer history than women. The latter, together with the unemployed and inactive (Group 3) have a shorter history, which could be interpreted as revealing that workers in precarious circumstances are taking up home work.

A point to note concerning the duration of activity is that home work is not stable in nature, depending on a series of factors such as market fluctuations, life cycles, number and age of children, among others.

### 5.1 Duration of home work activity in relation to months worked in the past year

Homeworkers as a whole have been defined as those who engaged in such activity during the reference period of the 12 months prior to the survey. A total of 51 per cent (40,380) carried out a full annual period of work while the remainder is divided more or less equally among those who work less than three months and those who work between four and nine months.

**Table 32: Distribution of homeworkers by total duration and number of months during the year prior to the survey**

<i>Months worked</i>	<i>Total duration</i>			
	<i>Before 1990</i>	<i>1990 to 1994</i>	<i>1994 to 1997</i>	<i>Total</i>
<i>Numbers</i>				
Under 3	37	3 113	15 945	19 095
4 to 9	2 241	2 467	15 557	20 265
10 and over	8 418	10 511	21 451	40 380
Total	10696	16 091	52 953	79 740
<i>Percentages:</i>				
Under 3	0	20	30	24
4 to 9	21	15	29	25
10 and over	79	65	41	51
Total	100	100	100	100

Source: Supplementary Home Work Survey, Labour Directorate - INE, 1997.

A larger proportion of long-standing workers worked consistently throughout the year. Those who had recently taken up this activity, particularly those who had started during the last two years, accounted for a larger proportion of those who did not work throughout the year.

If the same variables are taken into account for each type of homeworker, then the hypothesis raised earlier regarding the precarious situation of secondary and occasional homeworkers (Groups 2 and 3) is reinforced.

Firstly, major disparities exist in the period worked during the course of the year. Principal homeworkers (Group 1) display greater continuity throughout the year, with 62 per cent fulfilling this criterion. In contrast, only a little over one-third of secondary and occasional homeworkers (Groups 2 and 3) worked continuously as homeworkers throughout the year.

**Table 33: Distribution of homeworkers by number of months worked**

### within each type of homemaker

<i>Months worked</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Total</i>
Under 3	19	34	28	24
4 to 9	19	30	37	25
10 and over	62	36	35	51
Total	100	100	100	100

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

If this data is linked with that relating to total duration of home work, it may be concluded only that over 90 per cent of Group 1 workers who took up this activity prior to 1995 worked continuously throughout the year prior to the survey. Only 43 per cent of recent entrants worked for 10 or more months. This reveals that a considerable increase has recently occurred in the number of principal homeworkers (19,881 individuals, of which 17,363 are women), see Table D of Annex 3.

Among the most recent entrants (1995 to 1997) no appreciable differences exist between the groups in terms of months worked. Of those who worked for nine months or less, 57 per cent belonged to Group 1, 63 per cent to Group 2, and the same percentage for Group 3.

## 6. Former wage-earners

Of the total of homeworkers, 35.8 per cent (28,572) stated that they had previously been wage-earners (51.3 per cent of men and 32.5 per cent of women) which might be interpreted to show that the experience of learning a trade at work is relatively more important for men and that women rely on gender-associated skills in the home work they undertake. The following comments are based on a cross-referencing of the figures appearing in Table E of Annex 3 with the branch of activity of the homemaker's former employer, and refer only to statistically valid data.

Men's jobs have most frequently been in manufacturing (4,003, or 55.4 per cent of former wage-earners) followed by trade and services (751 and 736 respectively, which is slightly over 10 per cent each). Those who have previously worked in the manufacturing industry carry out home work in leather processing (1,555 or 38.8 per cent) and manufacture of garments, fabrics, and/or household articles, *telas* (989 or 24.7 per cent).

The prior experience of women has been predominantly in communal, social and personal services (8,680 or 40.7 per cent), in the manufacturing industry (5,266, or 24.7 per cent) and in retail (4,006, or 18.8 per cent). Of those with experience in industry 50 per cent work at home in garment manufacture, although only 21 per cent of the total of women homeworkers are in this category, suggesting that experience as a wage-earner is not essential for this activity. Women in this position also engage in leather working (1,086, or 20.6 per cent), accounting for 37.6 per cent of women homeworkers. It would appear that experience or working relationships and contacts as a wage-earner in industry are more important in the latter activity. The proportion of former wage-earners is high among women carrying out technical activities connected with data inputting, typing and others, which is a group that is defined by specialization and where work experience would appear to be important.

A larger proportion of men have experience as wage-earners, although it may not be related to their current activity. The home work carried out by men might have more to do with the need to earn a livelihood than with taking advantage of previous experience.

**Table 34: Percentage of homeworkers who are former wage-earners, by type of activity carried out at home**

<i>Types of activity of homeworkers</i>	<i>Percentage of former wage-earners</i>		
	<i>Women</i>	<i>Men</i>	<i>Total</i>
Work or processing of agricultural products to produce foodstuffs or beverages	32	n/s	33
Manufacture, assembly or activities in paper or cardboard articles	18	n/s	19
Manufacture of garments or parts of garments, textiles and/or household articles	31	52	34
Manufacture, assembly or activities in leather articles	43	52	48
Manufacture, assembly or activities in wood articles	n/s	n/s	n/s
Manufacture, assembly or activities in metal articles	n/s	48	40
Manufacture, assembly or activities in plastic or rubber articles	30	n/s	41
Manufacture, assembly or activities in clay or ceramics articles	n/s	n/s	n/s
Promotion/sales of goods and services such as: insurance, credit cards, courses, travel, holidays or other services	34	71	35
Conducting telephone surveys or collection	n/s	n/s	n/s
Data inputting, typing, technical drawing, accountancy and other technical tasks	51	83	61
Others activities handed out by third parties	6	n/s	16
<b>TOTAL</b>	<b>32</b>	<b>51</b>	<b>36</b>

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

*n/s: non-significant figure. Totals include non-significant figures.*

**Table 35: Percentage of homeworkers who are former wage-earners, by type and by sex**

<i>Types of homeworkers</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Group 1	27	43	30
Group 2	44	62	50

Group 3	37	73	39
Total	32	51	36

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Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

The primary homeworkers' group (Group 1) has the lowest proportion of workers with experience as wage-earners. It is to be noted that the occasional homeworkers' group (Group 3) has a significant proportion of former wage-earners. It might be of interest to look further into the relationship between experience as a wage-earner and the precarious nature of the current work relationship for this group.

## 7. Profile of homeworkers

The homeworker profile presented is based on a series of basic data contained in the employment survey, including age, educational level, marital status, relationship between the members of the household and number of household members.

The age structure of homeworkers is concentrated in the 35 to 44 year age bracket, followed by the 25 to 34 year age bracket. Compared to the age structure of the occupied population as a whole during the same period, the situation is inverted, with the majority of occupied population being between the ages of 25 and 34 years. The age of homeworkers indicates that these are not "marginal" workers, that is, young or elderly, which may be a reason for engaging in this modality. The behaviour of the remaining age groups, both for homeworkers and for the occupied population as a whole is similar.

When the age structure is broken down by sex, it becomes apparent that female homeworkers are younger than their male counterparts. Over half (61.3 per cent) of women are between 25 and 44 years, corresponding to the reproductive period, as shown in Table 36.

**Table 36: Distribution of homeworkers by age**

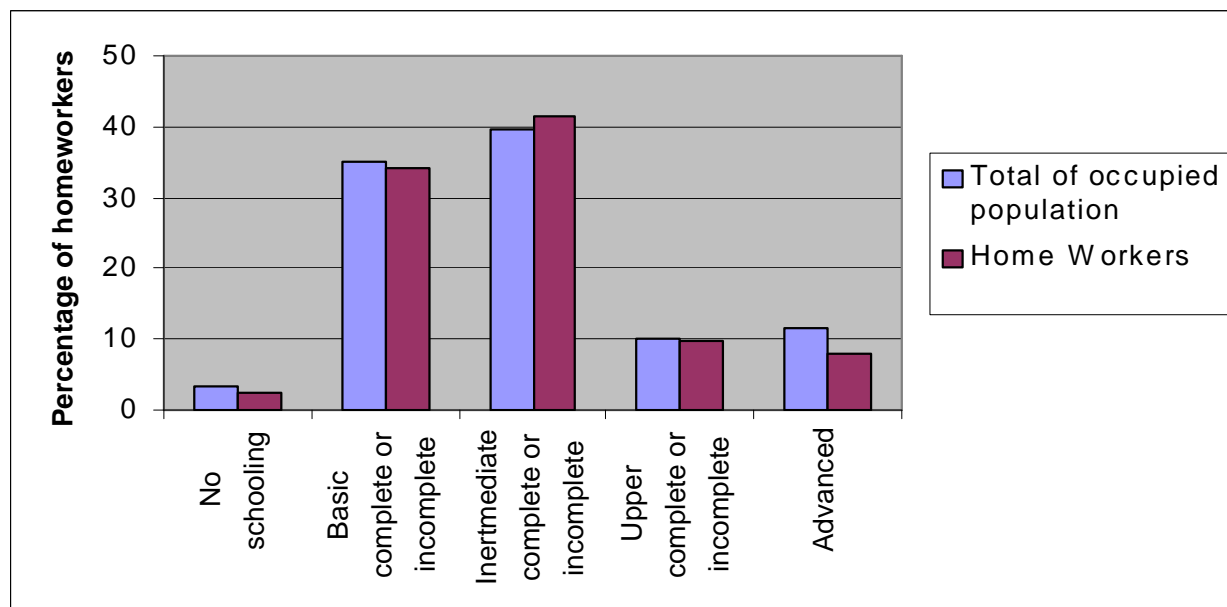
	<i>Women</i>		<i>Men</i>		<i>Total</i>
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>	
15 to 24 years	8 619	13.1	789	5.6	9 408
25 to 34 years	18 319	27.9	3 608	25.6	21 927
35 to 44 years	21 954	33.4	4 914	34.9	26 868
45 to 54 years	9 945	15.2	3 061	21.7	13 006
55 to 64 years	4 481	6.8	1 331	9.5	5 812
65 years and over	2 336	3.6	383	2.7	2 719
Total	65 654	100.0	14 086	100.0	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

The educational level of homeworkers, expressed in years of schooling, is concentrated in the intermediate level (between 9 and 12 years of schooling), one-third having basic education (between 2 and 8 years) and almost one-fifth with advanced schooling, that is, over 13 years of study. The educational profile of homeworkers accords very closely with that of the occupied population as a whole, with the exception of the intermediate education level where homeworkers are proportionately more numerous than the occupied population as a whole.

Educational level by sex reveals some minor variations, women having a higher level than men; 64.7 per cent of women have over 9 years schooling, in comparison to 62.5 per cent of men.

**Graph 3: Educational level of total employed and of homeworkers**





**Table 37: Educational level of homeworkers**

<i>Educational level</i>	<i>N° of Women</i>	<i>N° of Men</i>	<i>Total</i>
No schooling	937	169	1 106
Complete and incomplete basic schooling	22 168	5 107	27 275
Complete and incomplete intermediate	31 002	5 980	36 982
Complete and incomplete upper schooling	6 854	1 177	8 031
Higher	4 661	1 653	6 314
Ignored in sample	n/s	n/s	n/s
Total	65 654	14 086	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

n/s: *non-significant figure. Totals include non-significant figures.*

The educational level of primary homeworkers (Group 1) and of those whose main activity is not home work but who have undertaken such work during the past 12 months (Group 2) is very similar: almost half began but not necessarily completed secondary education and a little under one-third have completed primary education. The unemployed and inactive who have engaged in home work in the past 12 months (Group 3), on the other hand, have a lower educational level confined to basic and intermediate schooling.

**Table 38: Educational level of homeworkers by groups**

<i>Educational Level</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>				<i>Total</i>
			<i>Unempl.</i>	<i>Household tasks</i>	<i>Rest inactive</i>	<i>Total</i>	
No schooling	682	101	133	190	0	323	1106
Complete and incomplete basic schooling	14 842	3 981	855	6 618	979	8 452	27 275
Complete and incomplete intermediate schooling	20 631	6 285	1 204	7 970	892	10 066	36 982
Complete and incomplete upper schooling	5 180	1 662	794	395	0	1 189	8 031
Higher	3 921	1 987	0	406	0	406	6 314
Ignored in sample	0	0	0	32	0	32	32
Total	45 256	14 016	2 986	15 611	1 871	20 468	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Marital status is a third aspect of the profile of homeworkers. Almost two-thirds (65 per cent) of the total of homeworkers have a spouse or partner, and a little over one-third (35 per cent) are either unmarried, widowed or separated. The proportion of women with partners is lower (62.6 per cent) than for men (76 per cent), with the result that a larger proportion of women are unmarried, widowed or separated (37.4 per cent).

In regard to the position in the household or family relationship of homeworkers, almost half (47.4 per cent) have a spouse or partner, and one-third state themselves to be the head of the household. When results are analysed by sex, it transpires that 57.5 per cent of women have a spouse or a partner, and almost one-third state themselves to be the head of the household. Men, for the most part (84.5 per cent), are the household heads.

**Table 39: Homeworkers by sex and by family relationship**

<i>Type of relationship</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Head of household	11 621	11 907	23 528
Spouse or partner	37 769	46	37 815
Other relationships	16 264	2 133	18 397
Total	65 654	14 086	79 740

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Relationship by types or groups of homeworkers is very similar in Groups 1 and 2, with one-third being head of the household and one-third spouse or partner. Group 3, in contrast, has a considerably larger proportion of spouses/partners than heads of household, primarily on account of those who declare that they carry out household tasks (15,611) are women.

**Table 40: Homeworkers by groups and by family relationship (percentage)**

<i>Relationship</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>			<i>Total</i>
			<i>Unempl.</i>	<i>Household tasks</i>	<i>Rest inactive</i>	
<i>Head of household</i>	31.6	38.4	35.5	12.6	18.8	29.5
<i>Spouse</i>	38.2	31.1	34.3	73.7	63.3	43.4
<i>Partner</i>	3.1	6.9	0.0	5.4	4.1	4.0
<i>Others</i>	27.1	23.6	30.2	8.3	13.8	23.1
<i>Total</i>	100.0	100.0	100.0	100.0	100.0	100.0

Source: Supplementary Home Work Survey. Labour Directorate - INE, 1997.

Almost half (47.5 per cent) of homeworkers belong to households consisting of four or five people, one-quarter belong to households of six to eight people, 24.3 per cent to households with less than three people and a minor percentage belong to households consisting of between nine and eleven people (see Annex 3).

A similar relationship exists for both male and female workers. Results by type of homeworker do not reveal any behavioural differences, with similar proportions in regard to number of household members in each group.

## **8. Conclusions**

### **8.1 Methodological considerations**

(a) In general terms, home work studies have been of a non-comprehensive nature, targeting specific sectors and employing qualitative techniques to characterize this type of work. The goal of measuring home work at the national level, as attempted in this study, is certainly ambitious and the results should be viewed as a first attempt to employ a macro-level instrument.

The difficulties in appropriately detecting atypical forms of work are well known. Its visibility and the attempts to detect it are seriously hampered its temporary or sporadic nature, its (generally) limited duration and the fact that such work is held in low esteem and is frequently conducted in a clandestine manner. It is known that both workers surveyed and those who collect information on them contribute equally to the proven failure to record it.

These considerations should be borne in mind when assessing the results of this study. The accuracy of figures should be confirmed and more appropriate procedures and instruments for measuring the new modalities of work must be found.

(b) In view of the design adopted - incorporating a module in the Households Survey - the number of dimensions included in the study had to be restricted. Moreover, the basic consideration in decisions was that a limited but clear definition of home work would be applied. "Filter" questions were introduced in order to ensure accuracy of data recorded and restrict ambiguity.

This design implied using the same sample as for the National Employment Survey (ENE), which gave rise to a significant methodological problem of whether this survey was appropriate for detecting non-typical work, the frequency of which is not very high precisely because of this characteristic.<sup>9</sup> Consequently, the National Statistics Institute (INE) has emphasized that the results are valid in national terms, and that they should not be disaggregated.

Another major methodological problem lay in determining the factors of expansion. After lengthy discussion, the INE team decided to apply the same expansion factors as the ENE, rejecting other possible alternatives. There is room therefore to wonder how data would have varied if different expansion factors had been used.

In conjunction with these limitations, it should be noted that the module design which was incorporated in the National Employment Survey accommodated a broader analysis of the data, with interesting results, when viewed in conjunction with national information on employment for the same quarter. However, the principal consideration was that it provided data at the *national* level.

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<sup>9</sup> The ENE is known to be weak in identifying rural employment. Virtually no instances of rural home work were recorded.

(c) As noted earlier, detection is hampered by the fact that the confines of home work are tenuous. For practical purposes (the limited number of questions that could be included), it was decided that strict criteria would be introduced - although the concept would thereby be restricted and debatable situations excluded - in preference to including more cases and making subsequent distinctions. This procedure was adopted, for instance, for the variable on *dependence on the third party handing out the work* and that relating to *place of work*. These restrictive definitions may have caused an excessive number of cases to be excluded, but this was considered preferable in order to ensure that ineligible cases - which could not subsequently be detected - did not enter the records.

(d) The study was carried out in collaboration with the National Statistics Institute (INE), whose expertise and experience in measuring employment is open to question. The INE assumed responsibility for all work in the field, but also participated in discussions regarding the viability of the study, in formulating the instrument, in decisions regarding instructions to and training of interviewers; and in taking all decisions regarding the sample and particularly the expansion factors, as well as processing the data and presenting the results.

## 8.2 Findings

(a) The first result produced by the study relates to the number of homeworkers in Chile. This figure is lower than expected, even though forecasts were not based on earlier (non-existent) points of reference. The expectation that home work would be fairly extensive was based solely on specific experiences relating to projects which had found home work to be concentrated in certain neighbourhoods.

The approximately 80,000 homeworkers detected by the Supplementary Survey are therefore the first figure recorded at the national level. Although it only accounts for 1.5 per cent of this occupation, its basis of comparison should be confined primarily to the urban area, since this work modality is not frequently detected in rural areas (either because it does not exist or because the instrument was not effective in detecting it). Thus, it is an urban form of work which, moreover, is unequally distributed between regions in the country. Over half of all homeworkers are located in the metropolitan region, as compared to 13 per cent in the Valparaíso region.

(b) In Chile, as in other countries, home work is carried out primarily by women. Figures clearly reflect that 82 per cent of persons recorded as homeworkers are women, while 3.8 per cent of women who were occupied at the time of the survey are homeworkers or have engaged in such work during the past year. This fact comes as no surprise and confirms that the modality should be considered in the framework of female work. Prior awareness existed of home work as a low-quality work modality for those who need to combine domestic tasks with work for the market.

The problems connected with the excessive vulnerability of isolated workers are also well known, including absence of social support for child care and lack of social security coverage; such concerns need to be addressed by new policies.

It is interesting to note that occupations pursued under the home modality are segregated by sex, with male workers occupying particular niches, particularly in the production of certain types of goods.

An important finding relates to the high number of housewives (who stated themselves to be inactive in replying to the ENE) who work or have worked at home. This information serves to reveal previously concealed ways in which women work for the market. It also confirms how difficult it is to detect all female work and raises the challenge of developing appropriate techniques and instruments for that purpose.

(c) There are particular economic activities in which it has long been recognized that the home work modality exists. Home work may almost be considered an archetype in the garment and footwear industries. It is also known to exist in certain other industrial categories, and instances have been identified in activities relating to the processing of agri-products. One objective of this research was to identify as closely as possible those sectors or sub-sectors of production in which this modality is practised. The results achieved are of great interest.

First, it was surprising to find that home work is most prevalent in the services sector as opposed to goods production activities. In addition to this numerically predominant group, a significant number of homeworkers also exists in traditional garment, footwear and other leather goods manufacture. Homeworkers in services, which is the most novel category, were asked specific questions regarding the sale of goods and services for a company, activities in collection, promotion or carrying out of surveys for a third party by telephone and the execution of professional technical services in the home for a third party. Of all those who stated that they worked at home, almost 60 per cent were concentrated in one of these activities. One particular area of activity which had not previously been identified emerged from the study. In activities which reflect the modernization of companies, such as promotion, marketing, or market studies, homeworkers are used as multipliers. This approach is taken by companies to tap the personal relationships and means of communication possessed by the worker (such as friendships or home telephone). Further investigation should be carried out regarding this aspect, in terms of the workers who engage in these activities, their conditions of work and, more particularly, the companies that hand out work of this nature. It would be interesting to ascertain whether these are new occupations being carried out as casual work in the framework of company modernization.

(d) Another noteworthy finding which may be linked to the previous point is that those who declared that they worked at home can be divided in three groups. Group 1 comprises those homeworkers whose primary occupation is carried out under this modality. While they are in the majority, there is another group whose home work is secondary, while their main activity is carried out as a wage-earner or on a self-employed basis. The third group is occasional, composed mainly of women who devote a few hours to home work. Thus, results juxtapose a typology of homeworkers with different degrees of consistency in the homeworker profile. Indeed, while home work provides a livelihood for some, for others it represents an employment relationship of slight importance. These distinct categories clearly emerge from this research and should be studied more closely.

This scenario adjusts the traditional perception of home work as a specific and overall occupational category with a concrete worker profile. Meanwhile, the home work relationship may also

occur in combination with some other form of employment and may be of little significance in people's definition of themselves.

(e) The Supplementary Home Work Survey provides equally interesting information on the length of the working week. A high number of homeworkers declared that they devoted only a few hours to this occupation. This variable also suggests a type of homemaker that is somewhat different from the traditional conception, under which homeworkers were believed to devote long hours to such work and, in the case of women, to carry it out in addition to their household tasks. According to the information produced by the study, home work in services, in particular, occupies only a limited number of hours.

(f) This information alters existing perceptions of home work and, consequently, also of the problems encountered by the different groups in different situations. Homeworkers constitute a heterogeneous sector, and this research has thrown more light on its diversity. For the group of *primary* homeworkers, working a large number of hours per week, the problems inherent in this mode of work include conditions of work and absence of social security. The lack of legal protection of workers who are in fact dependent is well documented. For *secondary* homeworkers, the main problems relate more to the official or clandestine nature of this secondary work, its true categorization (it may well constitute overtime which is not recognized as such) and its effect on their working week. Among inactive individuals who nonetheless work at home, home work may constitute a form of "black" labour which should be formalized.

(g) Homeworkers reveal characteristics clearly denoting expulsion from the labour market or difficulties in gaining access to it. Neither age nor educational level suggest that a situation of this type predominates. Although research could not be conducted into earnings, it seems that poverty was not a consistent factor. If the notion that home work is necessarily associated with poverty is displaced and the question simultaneously arises regarding alternative "social profiles" of homeworkers today.

(h) One group that has consolidated its "homemaker" category is composed of those who live from this work, devote long hours to it and have remained in such work for a relatively long period. However, in many cases, home work appears to be a sporadic or temporary situation. Information was insufficient to establish this, but data on *total duration of home work* (which shows that most homeworkers have recently adopted this work modality) and on *their former wage-earning status* (which revealed a by no means negligible percentage of former wage-earners), in addition to declared age, may well reflect transitory situations. This finding merits further investigation.

(i) Perhaps one of the most notable results of this research is that home work is far more diverse than previously supposed. When the very restricted definition given to home work is relaxed, many new questions arise. It remains to identify the real importance of home work for enterprises, particularly in those sectors of the economy that are undergoing modernization. A clearer profile of workers who adopt this modality should also be established. This is the challenge to be taken up by future studies.

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**SUPPLEMENTARY HOME WORK SURVEY**

INTERVIEWER: THESE QUESTIONS REFER TO WORK CARRIED OUT IN THE LAST 12 MONTHS. QUESTION TO BE PUT TO ALL PERSONS OF 15 YEARS AND OVER.

1. Have you undertaken any of the following activities during the past 12 months in your home, for pay, for any COMPANY, WORKSHOP, INSTITUTION or for any COMMERCIAL PREMISES OR SHOP?
  - a) Worked with agricultural products or processed them into food or beverages
  - b) Manufactured, assembled or carried out activities involving articles or pieces of:
    - b.1) paper or cardboard (boxes, envelopes, containers, etc.)
    - b.2) garments or parts of garments, fabrics and/or household articles (clothing, sheets, curtains, cushions, etc.).
    - b.3) Leather (footwear, wallets, belts, gloves, etc.).
    - b.4) Wood (furniture, toys, etc.).
    - b.5) Metal (railings, furniture, padlocks, etc.).
    - b.6) Plastic or rubber (containers, toys, household appliances, etc.).
    - b.7) Clay, ceramics, wicker, bullrush, sisal, etc.
  - c) Promoted or sold, by telephone: Insurance, credit cards, training courses, trips, time share holidays or other services.
  - d) Carried out surveys or collection services by telephone.
  - e) Carried out data inputting, typing, technical drawing, accountancy or other technical tasks.
  - f) Carried out any other activity for third parties that is not listed above. Specify in detail  
INTERVIEWER: IF YOU HAVE PUT YES IN REPLY TO C, D, E (AND DID NOT MARK YES IN A AND B) MOVE ON TO QUESTION 3. IF YOU DID NOT ENTER YES FOR ANY OF THE ALTERNATIVES, END THE SUPPLEMENTARY SURVEY FOR THIS PERSON.

2. Do you sell what you produce directly to the public?

Product 1	Product 2
YES, as a rule	YES, as a rule
Sometimes	Sometimes
Never	Never

3. Who lays down the quantities to be produced, the combination of colours, sizes, or models or the technical specifications of the services you provide in your home?

Product or service	Product or service
Yourself	Yourself
The company that hands out the work	The company that hands out the work

4. Did you receive any assistance in the last work you carried out?

Yes, from members of the household, <u>without remuneration</u>	How many?
Yes, from people outside the household, <u>remunerated or not</u>	How many?
Did not receive assistance	

5. During which months of the past year did you carry out this type of activity(s)?  
July96/Aug/Sept/Oct/Nov/Dec96/Jan97/Feb/Mar/Apr/May/June/Jul/Aug/Sep97

6. During the last week in which you carried out this type of activity(s),  
How many hours did you work per day?

Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Total
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7. Did you carry out this type of activity(s) last week?

Yes	No
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8. Before carrying out this work in your home, did you work as a wage-earner?

Yes	What was your employer's line of activity?
No	

9. How long have you been carrying out work for third persons in your home?

State: Month at	Year 19
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Instructions to interviewers

# **SUPPLEMENTARY SURVEY ON HOMEWORK**

July-September, 1997

Training Instruction Manual

National Statistics Institute (INE)  
National Employment Survey (ENE)  
1997

Labour Directorate  
Studies Department

**Santiago, June 1997**

## **INSTRUCTIONS FOR CARRYING OUT SUPPLEMENTARY SURVEY ON HOMEWORK**

This Supplementary Survey should be completed for:

**ALL PERSONS IN THE HOUSEHOLD FOR WHOM THE NATIONAL EMPLOYMENT SURVEY IS COMPLETED, MEN OR WOMEN, OF 15 YEARS OR OVER, ACTIVE OR INACTIVE.**

### **I. OPERATIONAL DEFINITION OF HOMEWORK**

In operational terms, home work may be defined as an employment relationship with the following features:

A. It may take the following form:

1) Manufacture of a product or parts of a product (garments, furniture, ceramics, footwear, toys, foodstuffs, containers, etc.).

It is the employer, and not the worker, who lays down the underlying characteristics (design, colours, models, sizes, quality standards, etc.), the underlying quantities and the delivery deadlines of the product or parts of the product to be manufactured. It is also the employer who fixes the prices to be paid for the work and who takes the product to the market (determines prices to the consumer).

2) The promotional direct sale of another's goods and services, such as credit cards, time share holidays, burials, insurance, etc.

In this case, homeworkers take no part in defining the nature, characteristics, technical specifications or sales price of such goods or services.

3) The provision of an own service (typing, data inputting, technical drawing, accountancy, services, collection by phone, etc.).

In this form of home work, the employer determines the technical features and quality of the service to be provided, and the financial compensation to be paid for the service.

B. The employer may be a large, medium or small enterprise, it may be an institution, a workshop, a commercial premises or shop. An intermediary may or may not intervene between the employer and the worker.

C. The place in which the work or activities are carried out is in the home of those who accept "orders".

D. Supervision of work. The employer carries out no direct supervision of the homemaker, and they do not share the same work place.

E. In the case of rural areas, the home will be understood as the place where the family group lives, and not the building in which the interviewee's dwelling is located.

F. Some cases have been identified which are “on the border” between paid home work and independent work. It should be borne in mind that self-employed or independent work may, sometimes, be carried out in the home. A review of some such cases will serve better to clarify the concept of homework:

**CASE 1:** Salespersons of Avon or Tupperware products. This type of work is home work in the sense that the worker occupies his house as a place of work, although he also works outside it. He is not in a position to fix the price of the products he sells or the commission received for the sale of particular products. Moreover, the salesperson does not take any part in specifying the quality or general characteristics of the articles he sells.

**CASE 2:** A woman who cares for the child/children of private individuals (friends, family members, neighbours). This is NOT home work because the worker has the freedom to decide the way in which this service will be provided and the remuneration for which she is prepared to provide the service.

**CASE 3:** A woman who, for an institution, receives children in her home to care for them during the day (carer). This is home work since the carer has little influence over the characteristics of the service that she must provide and the financial compensation she will receive for the care of each child.

**CASE 4:** A person who takes material from a factory to make “huaipe” at home. If this person returns the “huaipe” to the company and the company markets it, the person is a homemaker. If he does not return the “huaipe” to the factory and markets it himself, he is an independent worker.

**CASE 5:** A wage-earner who takes home work from his own company. A factory worker takes work home, and it is executed by the employee outside working hours. This type of work constitutes home work.

THE MAIN FEATURES IDENTIFYING “HOMEWORK” ARE:

- \* THAT THE WORK IS CARRIED OUT ON THE ORDERS OF THIRD PERSONS
- \* IT IS PERFORMED IN THE WORKER’S HOME
- \* THE WORKER HAS NO POWER OF DECISION, EXCEPT IN BEING ABLE TO CHOOSE THE HOURS DURING WHICH HE WILL CARRY OUT THE WORK AND THE FORM (OPERATIONAL SEQUENCES) THAT HE WILL FOLLOW
- \* THE PRODUCT OF THE WORK WILL NOT BE MARKETED BY THE WORKER
- \* THE VALUE OF THE WORK WILL BE FIXED BY THOSE WHO HAND IT OUT.

## II. GENERAL CRITERIA TO BE BORNE IN MIND WHEN CARRYING OUT THE SUPPLEMENTARY SURVEY

QUESTION 1: Have you carried out any of the following activities, during the last 12 months, in your home, for pay for any COMPANY, WORKSHOP, INSTITUTION or for any COMMERCIAL PREMISES OR SHOP?

- \* Question 1 asks about the paid activities carried out during the past 12 months under the home work modality.
- \* The question is designed to detect work carried out by men and women - particularly the latter - which are generally not declared in the Employment Surveys.
- \* When question 1 is put to the interviewee, it should be remembered that such activities are usually not even considered to be “work”, and so it is asked that special attention be shown in identifying it.
- \* Question 1 should record all activities of this type that have been carried out in the year prior to the survey.
- \* Alternative (b 2) in question 1 (“Have you manufactured, assembled or carried out activities involving articles or pieces of: garments or parts of garments, fabrics and/or household articles”) is intended to record activities connected with garments and textiles; therefore, it should include any work involved in the manufacture of children’s clothes (or parts thereof), work clothing, sports clothing, hospital clothing, uniform for the armed forces, hotels, prison institutions, etc.
- \* Alternative (f) in question 1 (“Have you carried out another activity handed out by third parties which has not yet been recorded. Specify”) requires special attention since this category will reveal other activities which are currently being carried out under the home work modality and about which little is known.
- \* If you have doubts as to whether the interviewee is a homemaker or not, you should continue to carry out the supplementary survey in the normal way.
- \* Whatever the work situation declared by the interviewee in the Main Survey (wage-earner, independent, inactive, etc.), or whatever the replies to questions 2, 3 and 13 of this survey, the supplementary survey should always be carried out, even when it appears that the same questions are being asked as in the Main Survey.
- \* Question 1 of the supplementary survey consists of 12 sub-questions. These alternatives must be asked one by one, separately, and slowly so that the interviewee has enough time to answer each one in the affirmative or the negative.

\* However, in order to ensure that home work is not omitted, it should be borne in mind that situations such as the following may arise:

(1) THE INTERVIEWEE IS A HOMEWORKER, AND DECLARED HIMSELF OR HERSELF TO BE INACTIVE IN THE MAIN SURVEY.

(2) THE INTERVIEWEE IS A HOMEWORKER AND DECLARED HIMSELF OR HERSELF TO BE ACTIVE IN THE MAIN SURVEY, AND, BECAUSE THE “HOMEWORKER” CATEGORY DID NOT EXIST IN THE SURVEY, HE WAS CLASSIFIED IN ANOTHER OCCUPATIONAL CATEGORY (UNDER REGISTRATION OF HOMEWORK).

(3) THE INTERVIEWEE IS A HOMEWORKER, AND APPEARS IN THE MAIN SURVEY AS HAVING ONLY ONE JOB, WHEN IN FACT HE HAS TWO FORMS OF WORK, ONE OF WHICH IS CARRIED OUT UNDER THE HOME WORK MODALITY.

IT SHOULD BE NOTED THAT FOR SITUATIONS OF DUAL ACTIVITY, INTERVIEWEES ARE INCLINED NOT TO DECLARE HOME WORK. IN THIS CASE, ALL FORMS OF HOME WORK MUST BE DECLARED, EVEN WHEN CARRIED OUT IN CONJUNCTION WITH CONVENTIONAL PAID WORK OR WITH WORK AS AN INDEPENDENT, OR WITH ANOTHER TYPE OF WORK.

#### WHEN RECORDING DATA:

QUESTION 1: Beside the 12 categories of activity listed in question 1, two rows of boxes are provided for the answer: YES or ENE

(A) The first column (which is headed “YES”), provides for the recording of activities carried out by the interviewee under the home work modality. Two situations may occur:

- If the interviewee does carry out such activity, a tick will be placed in the corresponding box
- In the event that he does not carry out such activity, the box will be left blank.

(B) The second column of boxes (headed ENE), indicates whether or not the activities that are declared in question 1 of the supplementary service correspond to the same work that the interviewee declared in the Main Survey. Two situations may occur:

- If it is the same work, a tick will be placed in the box corresponding to the second column of boxes (ENE).
- If it is different work, the box will be left blank.
- 

A double tick or tick in both columns of boxes will lead to the elimination of one of the two types of work. Hence, it is important to know whether or not two different types of work are involved. The status of dual worker resides on the relationship that the interviewee has with the product of his work. If the tasks are carried out within the same category, but under different work relationships, then they are two different types of work.

EXAMPLE 1: The interviewee declared herself to be a dressmaker and was registered as an independent worker in the main survey. The corresponding box in the YES column of question 1 will be ticked, only if her work as an independent dressmaker is effectively complemented by





- \* This question looks into the matter of helpers or auxiliaries used by homeworkers.
- \* It ascertains whether, in carrying out the most recent task, the homeworker received assistance from members of the household and/or outside the household.
- \* The help received should be connected with the execution of the home work, and not the execution of other types of activity (domestic tasks, formalities, dropping the children at school, for example).
- \* If the homeworker did receive help from members of the household, persons over the age of 15 who receive some kind of remuneration for the help provided should not be recorded. The supplementary survey should be carried out separately for such persons.
- \* Therefore, only those persons of any age who belong to the interviewee's household and who provided assistance free of charge should be recorded as helpers belonging to the household. The number of such helpers should also be recorded.
- \* Help provided by persons who do not live in the household should be recorded, and their number calculated, regardless of their age and of whether or not they receive remuneration.
- \* Remuneration should be understood to mean any compensation in money or in kind received for help provided in executing home work.

QUESTION 5: During which months of the last year did you carry out this type of activity(s)?

- \* The reply boxes in question 5 should record all the months of the past year during which the interviewee carried out home work, regardless of whether the work took only a few days or weeks of the respective month.
- \* Where the interviewee has declared different activities carried out under the home work modality, all the activities of this type will be considered as a single task.

QUESTION 6: How many hours did you work each day, during the last week in which you undertook this type of activity(s)?

- \* Question 6 requires that the number of hours per day devoted to carrying out such work during the last week in which the interviewee engaged in home work.

QUESTION 7: Have you carried out this type of activity(s) during the past week?

- \* Question 7 enquires into whether the interviewee carried out home work during the week prior to answering the supplementary survey.
- \* This question makes it possible to compare the data contained in the Supplementary Survey with that contained in the main survey. The replies to this question will make it possible to ascertain the proportion of homeworkers in the total labour force in work in the country.

QUESTION 8: Did you work as a wage-earner before engaging in homework?

\* Question 8 seeks to ascertain whether interviewees have worked in the past as wage-earners and, if so, the sector or branch of activity in which they worked.

\* The reply regarding the branch of economic activity in which the interviewee's employer was engaged should be as explicit as possible, so that it will subsequently be possible to ascertain the sub-sector in which the employer was involved.

Thus, for example, if the employer was engaged in some time of manufacturing activity, the type of industry in question should be specified (foodstuffs, footwear, metal, wood, etc.) and, in the case of a service activity, its nature should be stated: commercial, educational, health, industrial cleaning, restaurants or casinos, "boss" of a wage-earner in a private home, etc.

QUESTION 9: For how long have you worked at home for third parties?

\* Question 9 seeks to establish the years - whether continuous or discontinuous - during which the interviewee has carried out home work.

#### GENERAL RECOMMENDATIONS

\* Homeworkers frequently carry out more than one activity of this type during the course of the year. Generally, these activities are consecutive rather than simultaneous. All corresponding activities should be recorded and when presenting questions 4, 5, 6, 7 and 9, all such activities will be considered as a single activity.

\* Since the interviewee may declare the work that she/he is carrying out at the time of the interview and failed to declare those that she/he has carried out during the course of the year, the interviewer should carry out the Supplementary Survey to ensure that she/he does not fail to record tasks which might not be declared because they were carried out earlier or because they were "minor".

\* All observations relating to the carrying out of the Supplementary Survey will contribute to clarifying possible unclear situations that may arise, and obtain a more reliable insight into the existing situation and improve the instrumental nature of this survey.

**Table A: Types of activities of homeworkers**

<i>Types of activities of homeworkers</i>	<i>Women</i>		<i>Men</i>	
	<i>N°</i>	<i>%</i>	<i>N°</i>	<i>%</i>
Work or processing of agricultural products to produce foodstuffs or beverages	1 273	1.9	275	2
Manufacture, assembly or activities in paper or cardboard articles	2 678	4.1	632	4.4
Manufacture of garments or parts of garments, textiles and/or household articles	12 498	19	2 280	16.2
Manufacture, assembly or activities in leather articles	2 889	4.4	3 185	22.6
Manufacture, assembly or activities in wood articles	361	0.5	916	6.4
Manufacture, assembly or activities in metal articles	409	0.6	2 169	15.5
Manufacture, assembly or activities in plastic or rubber articles	1 303	2	241	1.7
Manufacture, assembly or activities in clay or ceramics articles	564	0.9	461	3.3
Promotion/sales of goods and services such as: insurance, credit cards, courses, travel, holidays or other services	33 924	51.7	895	6.4
Conducting telephone surveys or collection	418	0.6	0	0
Data inputting, typing, technical drawing, accountancy and other technical tasks	4 040	6.2	1.748	12.4
Other activities handed out by third parties	5 297	8.1	1 284	9.1
<b>TOTAL</b>	<b>65 654</b>	<b>100</b>	<b>14 086</b>	<b>100</b>

Source: Supplementary Home Work Survey, Labour Directorate - INE, 1997.

Note: Values under 1,000 merely indicate that cases exist, but are not statistically significant.

**Table B: Distribution of groups of homeworkers by sex or by bracket of weekly hours worked**

<i>Sex/Hours worked</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>TOTAL</i>
<b><i>Both Sexes</i></b>	45 256	14 016	20 468	79 740
under 10	8 790	4 114	7 624	20 528
10 to 14	6 756	3 441	3 558	13 755
15 to 29	10 967	3 326	5 744	20 037
30 to 34	3 306	715	267	4 288
35 to 47	7 052	747	2 075	9 874
48	2 902	800	270	3 972
49 and over	5 483	873	930	7 286
<b><i>Men</i></b>	8 621	4 315	1150	14 086
under 10	566	1 335	450	2 351
10 to 14	290	468	115	873
15 to 29	1 420	1 470	64	2 954
30 to 34	622	195	114	931
35 to 47	2 281	84	0	2 365
48	539	763	270	1 572
49 and over	2 903	0	137	3 040
<b><i>Women</i></b>	36 635	9 701	19 318	65 654
under 10	8 224	2 779	7 174	18 177
10 to 14	6 466	2 973	3 443	12 882
15 to 29	9 547	1 856	5 680	17 083
30 to 34	2 684	520	153	3 357
35 to 47	4 771	663	2 075	7 509
48	2 363	37	0	2 400
49 and over	2 580	873	793	4 246

Source: Supplementary Home work Survey. Labour Directorate - INE, 1997.

Note: Values under 1,000 merely indicate that cases exist, but are not statistically significant.

**Table C: Homeworkers by sex, age brackets and period in which work began**

<i>Age brackets</i>	<i>Total</i>	<i>Before 1990</i>	<i>1990 to 1994</i>	<i>1995 to 1997</i>
<b><i>Women</i></b>				
15 to 24	8 619	0	760	7 859
25 to 34	18 319	854	2 825	14 640
35 to 44	21 954	1 828	5 631	14 495
45 to 54	9 945	1 602	2 104	6 239
55 to 64	4 481	1 638	1 079	1 764
65 and over	2 336	1 222	277	837
<b>Total</b>	<b>65 654</b>	<b>7 144</b>	<b>12 676</b>	<b>45 834</b>
<b><i>Men</i></b>				
15 to 24	789	0	120	669
25 to 34	3 608	383	673	2 552
35 to 44	4 914	1 395	1 241	2 278
45 to 54	3 061	982	868	1 211
55 to 64	1 331	480	513	338
65 and over	383	312	0	71
<b>Total</b>	<b>14 086</b>	<b>3 552</b>	<b>3 415</b>	<b>7 119</b>
<b><i>Both sexes</i></b>				
15 to 24	9 408	0	880	8 528
25 to 34	21 927	1 237	3 498	17 192
35 to 44	26 868	3 223	6 872	16 773
45 to 54	13 006	2 584	2 972	7 450
55 to 64	5 812	2 118	1 592	2 102
65 and over	2 719	1 534	277	908
<b>Total</b>	<b>79 740</b>	<b>10 696</b>	<b>16 091</b>	<b>52 953</b>

Source: Supplementary Home work Survey. Labour Directorate - INE, 1997.

Note: Values under 1,000 merely indicate that cases exist, but are not statistically significant.

**Table D: Homeworkers by sex, group, total duration and number of months worked**

	<i>Before 1990</i>	<i>1990 to 1994</i>	<i>1995 to 1997</i>	<i>Total</i>
<b><i>Both sexes</i></b>				
Under 3	0	303	8 370	<b>8 673</b>
4 to 9	253	576	7 562	<b>8 391</b>
10 and over	7 246	8 627	12 319	<b>28 192</b>
<b>Total Group 1</b>	<b>7 499</b>	<b>9 506</b>	<b>28 251</b>	<b>45 256</b>
Under 3	37	1 158	3 497	<b>4 692</b>
4 to 9	515	1 246	2 487	<b>4 248</b>
10 and over	529	986	3 561	<b>5 076</b>
<b>Total Group 2</b>	<b>1 081</b>	<b>3 390</b>	<b>9 545</b>	<b>14 016</b>
Under 3	0	1 652	4 078	<b>5 730</b>
4 to 9	1 473	645	5 508	<b>7 626</b>
10 and over	643	898	5 571	<b>7 112</b>
<b>Total Group 3</b>	<b>2 116</b>	<b>3 195</b>	<b>15 157</b>	<b>20 468</b>
Under 3	37	3 113	15 945	<b>19 095</b>
4 to 9	2 241	2 467	15 557	<b>20 265</b>
10 and over	8 418	10 511	21 451	<b>40 380</b>
<b>Total</b>	<b>10 696</b>	<b>16 091</b>	<b>52 953</b>	<b>79 740</b>
<b><i>Women</i></b>				
Under 3	0	303	6 994	<b>7 297</b>
4 to 9	161	400	7 311	<b>7 872</b>
10 and over	4 517	6 897	10 052	<b>21 466</b>
<b>Total Group 1</b>	<b>4 678</b>	<b>7 600</b>	<b>24 357</b>	<b>36 635</b>
Under 3	37	606	2 778	<b>3 421</b>
4 to 9	37	746	1 832	<b>2 615</b>
10 and over	320	914	2 431	<b>3 665</b>
<b>Total Group 2</b>	<b>394</b>	<b>2 266</b>	<b>7 041</b>	<b>9 701</b>
Under 3	0	1 474	3 789	<b>5 263</b>
4 to 9	1 473	552	5 238	<b>7 263</b>
10 and over	599	784	5 409	<b>6 792</b>
<b>Total Group 3</b>	<b>2 072</b>	<b>2 810</b>	<b>14 436</b>	<b>19 318</b>
Under 3	37	2 383	13 561	15 981
4 to 9	1 671	1 698	14 381	17 750
10 and over	5 436	8 595	17 892	31 923
<b>Total</b>	<b>7 144</b>	<b>12 676</b>	<b>45 834</b>	<b>65 654</b>

	<i>Before 1990</i>	<i>1990 to 1994</i>	<i>1995 to 1997</i>	<i>Total</i>
<b>Men</b>				
Under 3	0	0	1 376	1 376
4 to 9	92	176	251	519
10 and over	2 729	1730	2 267	6 726
<b>Total Group 1</b>	<b>2 821</b>	<b>1 906</b>	<b>3 894</b>	<b>8 621</b>
Under 3	0	552	719	<b>1 271</b>
4 to 9	478	500	655	<b>1 633</b>
10 and over	209	72	1 130	<b>1 411</b>
<b>Total Group 2</b>	<b>687</b>	<b>1 124</b>	<b>2 504</b>	<b>4 315</b>
Under 3	0	178	289	<b>467</b>
4 to 9	0	93	270	<b>363</b>
10 and over	44	114	162	<b>320</b>
<b>Total Group 3</b>	<b>44</b>	<b>385</b>	<b>721</b>	<b>1 150</b>
Under 3	0	730	2 384	<b>3 114</b>
4 to 9	570	769	1 176	<b>2 515</b>
10 and over	2 982	1 916	3 559	<b>8 457</b>
<b>Total</b>	<b>3 552</b>	<b>3 415</b>	<b>7 119</b>	<b>14 086</b>

Source: Supplementary Home work Survey. Labour Directorate - INE, 1997.

Note: Values under 1,000 mreley indicate that cases exist, but are not statistically significant..

**Table E: Homeworkers by activity carried out, and sex, in relation to former wage-earning experience**

<i>Activities of Homeworkers</i>	<i>Both sexes Total</i>	<i>Former wage-earners (M/F)</i>	<i>Women Total</i>	<i>Former wage-earners (F)</i>	<i>Men Total</i>	<i>Former wage-earners (M)</i>
Work or processing of agricultural products to produce foodstuffs or beverages	1 548	504	1 273	411	275	93
Manufacture, assembly or activities in paper or cardboard articles	3 310	634	2 678	475	632	159
Manufacture of garments or parts of garments, textiles and/or household articles	14 778	5 096	12 498	3 910	2 280	1 186
Manufacture, assembly or activities in leather articles	6 074	2 922	2 889	1 253	3 185	1 669
Manufacture, assembly or activities in wood articles	1 277	476	361	0	916	476
Manufacture, assembly or activities in metal articles	2 578	1 041	409	0	2 169	1 041
Manufacture, assembly or activities in plastic or rubber articles	1 544	627	1 303	386	241	241
Manufacture, assembly or activities in clay or ceramics articles.	1 025	99	564	99	461	0
Promotion/sales of goods and services such as: insurance, credit cards, courses, travel, holidays or other services	34 819	12 134	33 924	11 497	895	637
Conducting telephone surveys or collection	418	418	418	418	0	0
Data inputting, typing, technical drawing, accountancy and other technical tasks	5 788	3 540	4 040	2 082	1 748	1 458
Other activities handed out by third parties	6 581	1 081	5 297	818	1 284	263
<b>TOTAL</b>	<b>79 740</b>	<b>28 572</b>	<b>65 654</b>	<b>21 349</b>	<b>14 086</b>	<b>7 223</b>

Source: Supplementary Home work Survey. Labour Directorate - INE, 1997.

Note: Values under 1,000 merely indicate that cases exist, but are not statistically significant.



**Table F: Distribution of types of homeworkers by number of household members**

<i>Household Members</i>	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Total</i>
1 to 3 persons	11 800	2 893	4 717	19 410
4 to 5 persons	21 040	7 102	9 752	37 894
6 to 8 persons	10 686	3 608	5 623	19 917
9 to 11 persons	1 730	413	376	2 519
<b>Total</b>	<b>45 256</b>	<b>14 016</b>	<b>20 468</b>	<b>79 740</b>

Source: Supplementary Home work Survey. Labour Directorate - INE, 1997.

Note: Values under 1,000 merely indicate that cases exist, but are not statistically significant.

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