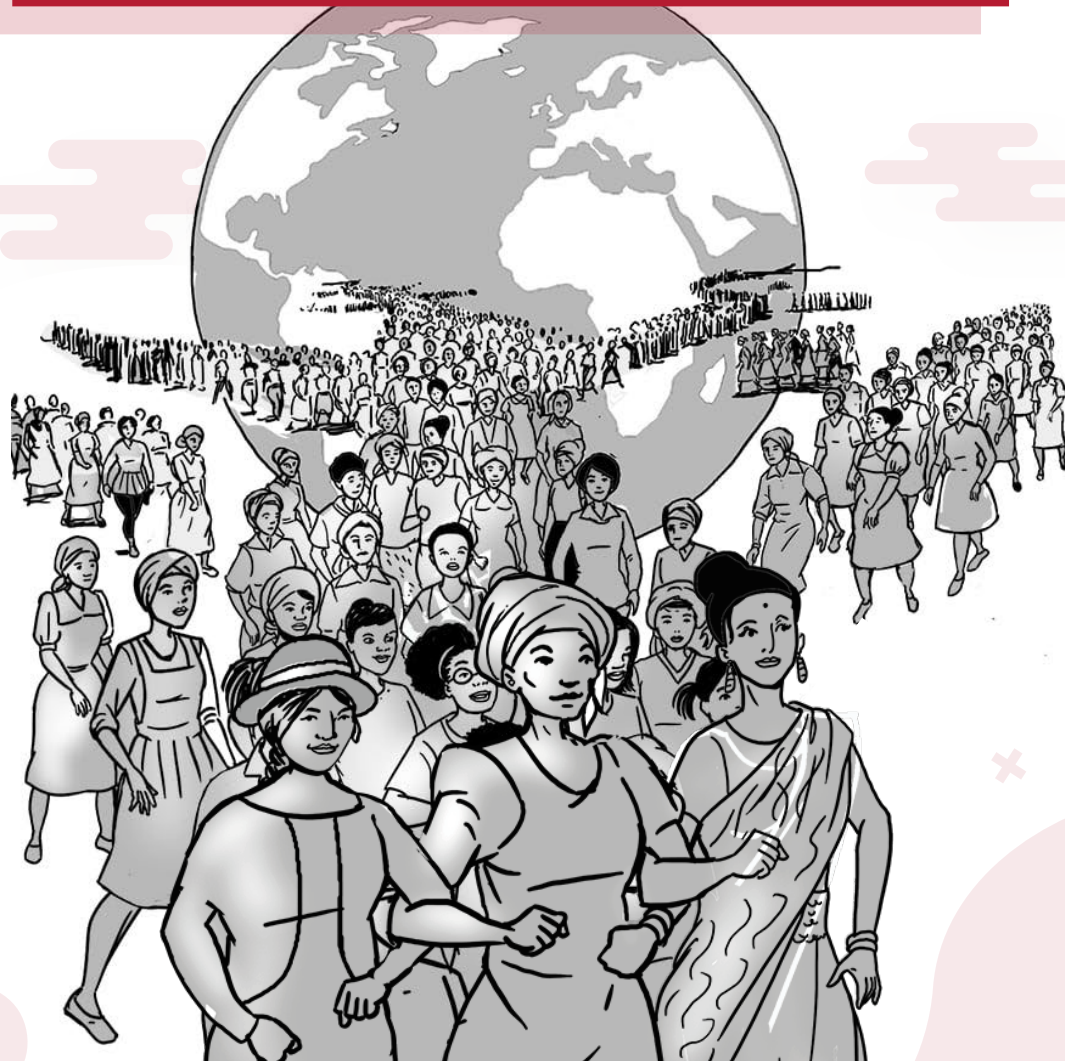


**LAUNCH OF
HOMENET INTERNATIONAL
AND VIRTUAL CONGRESS**



**FEBRUARY
23 — 24**

**2021
2021**

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HomeNet International Virtual Congress

23rd and 24th February 2021
2 hours 30 minutes per day by Zoom

Agenda		
Duration	Day 1	Facilitator
15 min	Log-in 15 minutes prior to starting time for affiliate delegates	Sofia Trevino-WIEGO Sarbani Kettle-HNSA
10 min	Opening remarks, introductions, objectives & programme	Chris Bonner- Co-Chair for Day 1 HNI Working Group (WG) support
15 min	Keynote Speech: Ela Bhatt: founder of the HBW Movement (SEWA)	
30 min	About Home-based Workers <ul style="list-style-type: none"> Round table # 1 with long-time supporters of HBWs: Marty Chen (WIEGO founder member), Chandni Joshi (former UNIFEM, HNSA) Q & A- HBWs 	
35 min	Global & Regional Highlights: <ul style="list-style-type: none"> Presentations by Janhavi Dave (HNSA, HNI Coordinator designate and WG member) & regional HBW representatives. Q & A- HBWs 	Patricia Coñoman, Co-Chair for Day 1 COTRADO-ALAC & HNI WG member
20 min	Regional Cultural Activities: by video	
15 min	Confirmation of Affiliates	Firoza Mehrotra, HNSA & HNI WG member; Edwin Bett, Africa Platform & HNI WG member
10 min	Confirmation of International Coordinator	Isabel Agol, Africa Platform & HNI WG member
10 min	Closing Remarks and Song	Suntaree Saeng-ging HNSEA & HNI WG member



HomeNet International Virtual Congress

**23rd and 24th February 2021
2 hours 30 minutes per day by Zoom**

Agenda		
Duration	Day 2	Facilitator
15 min	Log-in 15 minutes prior to starting time for affiliate delegates	Sofia Trevino-WIEGO Sarbani Kettle-HNSA
5 min	Opening Remarks	Barbro Budin Co-chair for Day 2, former IUF official & WIEGO Board member
20 min	History & Relevance of HomeNet International <ul style="list-style-type: none"> • Round table #2: with long time supporters of HBWs, Renana Jhabvala (HNSA & SEWA Bharat) & Rakawin Leechanavanichpan (Home-Net Thailand & ILO) 	
40 min	Presentation, discussion & Adoption of HNI Constitution	Chris Bonner
10 min	Appointment of HNI Working Committee	Suntaree Saeng-ging
10 min	Adoption of Affiliation Fees	Poonsap Tulaphan, HNSEA & HNI WG member
25 min	Priorities and Activity Plan for HNI <ul style="list-style-type: none"> • Presentation by Janhavi Dave • Q & A-HBWs 	Jane Barrett Co-chair Day 2 WIEGO ORP
15 min	Adoption of HNI Logo	Vanessa Pillay, WIEGO & HNI WG member
10 min	Closing Remarks by Sally Roever, WIEGO International Coordinator	
5 min	Vote of Thanks	Edileuza Guimaraes, COTRADO-ALAC & HNI WG member
10 min	Closing Song	Vanessa Pillay

<i>List of Affiliates to HomeNet International - for confirmation</i>						
	COUNTRY	ORGANISATION	Registered as/works as	Number of HBW members	Crafts / occupations / products	Number of delegates
1	2	3	4	5	6	
AFRICA PLATFORM						
1	Kenya	HomeNet Kenya	Net work . Works like a MBO	5499	Soapstone & wood carving, bead work, assorted fashion and textiles, pottery, knitting, hyacinth and sisal weaving etc.	3
2	Kenya	Machakos Cooperative Society	Cooperative Society	4316	Handicrafts like sisal weaving, bead work and wood carving And coffee production and processing	3
3	Kenya	Smolart	SHG	130	Soapstone handcraft	1
4	Tanzania	UWAKE	Association. Works like a MBO	50	Batik, poultry farming, basket weaving, making food products, making chains, making soap	1
5	Uganda	Afri – Youth Support Organisation (AYSO)	NGO. Works like a MBO	72	Tailoring, Briquet making, crafts and farming	1
6	Uganda	Envirojewels	Community Based Organisation	55	Shoes, baskets, tailoring, agricultural products, painters, hair dressers,	1
7	Uganda	Patience Pays Initiative	NGO. Works like a MBO	58	Farming and fruit drying - dried fruit	1
8	Uganda	Tukolerewamu	Association. Works like a MBO	195	Making of arts and crafts products like baskets, mats etc.	1
	Sub-Total			10375		12

LATIN AMERICA						
1	Brazil	Atemdo (Solidarity Economy Association of Home-based workers)	Association. Works like a MBO	53	Artisans, Dressmakers, Service Providers, Dumplings, Decorators, web designers	1
2	Chile	COORDINADORA NACIONAL DE TRABAJADORAS EN DOMICILIO CHILE CONATRADO CHILE	Federation. Works like a MBO	170	Craftswomen (metals, wool, etc) Seamstresses - Therapists Honorary professionals - Therapists Honorary professionals	1
3	Nicaragua	CTCP (Confederation of Self-employed Workers Nicaragua)	Union and Federations	900	Seamstresses (wardrobe, repairs, adjustments of clothes); Food - home made meals; Sweets; Handicrafts; jewellery	2
4	Peru	RENATTA National Network of Self-employed workers (RENATTA)	Network. Works like a MBO	269	Sewing, making garments, bags, aprons and masks, and repairing clothes, bags, purses, toys and all kinds of ornaments, carpentry, jewelry. Food items, crochet knitting	1
	Sub-total			1392		5

SOUTH ASIA						
1	Bangladesh	Coalition of the Urban Poor (CUP)	NGO. Works like a MBO	500	Garments, tailoring, sewing, karchupi, ball press product (button, belt etc.), handicraft, bag, house use materials etc,	1
2	Bangladesh	Labour at Informal Economy (LIE)	Association. Works like a MBO	1660	Tailoring, embroidery work, block, batik and karchupi work, weaving, handicraft production, button making etc.	3
3	Bhutan	SABAH, Bhutan	Civil Society Association. Works like a MBO	1585	Weaving, Tailoring Food processing (pickles and candy)	3
4	India	Indian Academy for Self Employed Workers	Public Charitable Trust. But work like a MBO	3530	Kite making, Garment, Bidi, Agarbatti (Incense Stick), Embroidery, Health, Photography, Video-graphy, Event Management, Catering	3
5	India	LEARN Mahila Kamgaar	Trade Union	4000	Garment, food processing, industrial assembly (electrical and non-electrical), garment embellishment, finishing, packaging, pottery, leather goods, weaving	3
6	India	Mahila Housing Trust	Public Charitable Trust. But work like a MBO	53200	Home based workers, vendors, service providers.	3
7	India	Sadhna	Mutual Benefit Trust. Works like a MBO	600	Handcrafted Textile based apparels, Home furnishing and lifestyle products	2

8	India	SAVE	Society. Works like a MBO	38162	Garments and homeworkers in garment supply chains	3
9	India	SEWA Bharat	Society/Federation. Works like a MBO	404669	Embroidery, embellishments, Bangle making, Bindi work, packaging, thread cutting, Tailoring, weaving etc.	3
10	India	Self Employed Women's Association (SEWA)	Central Trade Union	357261	Own account workers and piece rate home workers.	3
11	Maldives	Maldives Authentic Craft Cooperative Society (MACCS)	Cooperative Society	260	Traditional crafts eg: reed mats, serepine leaf items, coconut leaf/shell items, wooden items.other craft items and cooked foods	1
12	Nepal	Home-based workers Concern Society	NGO. Works like a MBO	3240	Sewing, knitting, tibetian handicraft, bio-briquette making, Phenyl making, wood crafting, incense sticks, cotton wicks, Dhaka weaving	3
13	Nepal	SABAH Nepal	Producer Company	3939	Handloom Weaving/ Knitting/Tailoring/yarn processing/ value addition / food processing	3
14	Pakistan	Home-based Women Workers Federation	Trade Union.	3500	Textile and Garment, Glass Industry, Auto parts, decoration, shoe making, jewelry	3
15	Pakistan	HomeNet Pakistan	NGO. Works like a MBO	50191	A variety of crafts and trades.	3

16	Pakistan	Sabah Pakistan	Cooperative Society	3007	Jewelry Apparel, Home accessories, accessories, Gift accessories, Jewelry	3
17	Sri Lanka	SABAH Sri Lanka	Association. Works like a MBO	1169	Food products, handicrafts, garments	3
	Sub-total			930473		46
SOUTH EAST ASIA						
1	Cambodia	HomeNet Cambodia - a project of Artisans Association of Cambodia (AAC)	Network. Works like a MBO	305	Souvenirs, forks, spoons, bowls, plates, trays, baskets, bags, purses, wallets, small souvenirs, masks, clothes, hairclips, primary school uniform, jewelry and other souvenir items, baskets, tray, boxes, bags, mats	1
2	Indonesia	HomeNet Indonesia	Association. Works like a MBO	7434	Variety	3
3	Laos	Environment Conservations and Community Development Association (ECCDA)	Network. Works like a MBO	552	Garments and tailoring- aprons, curtains, polo shirt etc; Weaving - Laos silk - skirts, table cover and turban etc; Bamboo handicrafts - sticky rice box, baskets;	2

4	Laos	Informal Worker Advancement Association (IWAA)	Association. Works like a MBO	511	Garments and tailoring- aprons, curtains, polo shirt etc; Weaving - Laos silk - skirts, table cover and turban etc; Bamboo handicrafts - sticky rice box, baskets;	2
5	Philippines	Homebased Workers Network of the Philippines – Homenetphil	Network. Works like a MBO.	58730	Homebased Workers (own-account and industrial homework)	3
6	Philippines	Patamaba	Association. Works like a MBO.	16371	Garments, fashion accessories, novelty items, food production, handy crafts, wood crafts, bamboo crafts, recycled materials, footwear, embroidery, homecare products, foot rugs, live stocks and backyard gardening	3
7	Thailand	Association. Association	Association. Works like a MBO.	4440	Garments, bronze ware, cotton and silk, leather ware, woven cloth, Batik, food processing, accessories, souvenirs	3
8	Vietnam	HomeNet Vietnam	Network of 6 civil society organisations having 1000 HBW members, (NGOs) Est in 2009.		Not mentioned	
	Sub-total			88343		17

	Grand Total			1030583	However, after accounting for double counting of HBWs in more than one organisation, the number is 646,118	80
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Summary as on 09.02.2021				
Region	No. of applications	Proposed for confirmation of HNI affiliation	Yet to be decided / withdrawn	Delegates
Africa	8	8		12
Latin America	4	4		5
South Asia	17	17		46
South East Asia	8	7	1 (Vietnam) withdrawn	17
TOTAL	37	36	1	80

For Consideration & Adoption at the Virtual Inaugural Congress of HomeNet International, 23-24 February 2021

HomeNet International—Draft Constitution

1. PREAMBLE

We the members of **HOMENET INTERNATIONAL** are committed to build the unity and solidarity of home-based workers, especially women home-based workers. Our vision is for greater visibility and recognition of home-based workers and for a strong, united, and representative voice on global platforms where home-based workers effectively engage and challenge those, such as governments and employers, who have power over their working lives.

1.1 Home-based Workers: Home-based workers are workers who produce goods or services for the market either from their own homes, or adjacent grounds/premises, or a common place near their homes, provided the premises are not those of the employer. They could be either self-employed own account workers or sub-contracted workers or both.

1.2 Key Principles:

We are guided by the following key principles:

- 1.2.1 Home-based work must be recognized as work, and home-based workers must enjoy the same rights as other workers.
- 1.2.2 Home-based workers (HBWs) are entitled to decent working and living conditions as stated by the International Labour Organization (ILO) in its various conventions and recommendations, including ILO Convention 177, Recommendation 184, and Recommendation 204, which must be enshrined in national laws and/or policies.
- 1.2.3 Non-discrimination on the basis of gender, race, ethnicity, religion, and/or sexual orientation is a key guiding principle.
- 1.2.4 However, it is recognized that globally at least 80% of home-based workers are women, so their gender concerns become a priority, and the leadership of HNI will reflect this reality.
- 1.2.5 Collective and accountable leadership of home-based workers will be a key principle.
- 1.2.6 Flexibility across regions will have to be factored in, reflecting the diversity in the organizational forms, culture, level of government recognition, organizational development, and political situation, etc., of home-based workers.

- 1.2.7 Global initiatives will be defined by grass roots realities rather than being top-down. “No global without local” will be the principle.
- 1.2.8 Solidarity with other workers in formal and informal employment and other allies will be a guiding principle.
- 1.2.9 Some home-based workers are in-country migrants and some home-based workers are cross-country migrants. HNI seeks to promote the full rights and participation of all such migrant home-based workers.

2. NAME

HomeNet International (HNI) is an international network of membership-based organizations, federations, networks, or alliances of home-based workers from different countries.

3. OBJECTIVES

The objectives of HomeNet International are:

- 3.1 To raise the visibility and gain recognition of home-based workers as worker globally.
- 3.2 To build and provide solidarity among home-based workers around common issues at the global level.
- 3.3 To provide a representative voice on global platforms.
- 3.4 To work with regional organizations where they exist to:
 - a. help strengthen democratic and accountable country-based home based workers’ organizations that protect home-based workers’ rights everywhere.
 - b. promote the collective and accountable leadership of women within home-based workers’ organizations.
 - c. support affiliates to develop effective mechanisms to improve the livelihoods and working conditions of home-based workers.
- 3.5 Where regional organizations are not yet established to:
 - a. help establish such regional organizations.
 - b. support affiliates to develop effective mechanisms to improve the livelihoods and working conditions of home-based workers.
 - c. To use the power of a global voice to influence governments and employers at global, regional, national, and local levels.

- 3.6 To work towards ratification and implementation of ILO Convention 177 and policies for home-based workers, including implementation of ILO Recommendations 184 and 204.
- 3.7 To work in partnership with our membership-based organization allies, especially informal workers' organizations/networks, trade unions, and cooperatives and with supportive groups and allies that are non-membership-based organizations when appropriate, recognizing their role and contribution.
- 3.8 To mobilize and share funds/resources in pursuit of the above objectives.

4. METHODS/ACTIVITIES

Some illustrative but not exhaustive methods and activities are:

- 4.1 Organize and/or support campaigns of relevance to home-based workers including those to ratify ILO Convention 177 and to implement its provisions.
- 4.2 Represent home-based workers at international forums.
- 4.3 Help strengthen existing regional networks/organizations and support the formation of new regional networks/organizations where none exist.
- 4.4 Provide education and training activities and opportunities for affiliates.
- 4.5 Support regional networks/organizations as key providers of education and support the organizational development of affiliates.
- 4.6 Engage in and promote research on home-based work, including on global supply chains.
- 4.7 Share experiences/good practices and disseminate advances in home-based workers' organizing, campaign victories, bargaining models, legal and social protections, marketing, and other activities of home-based workers' organizations that contribute to improving the working and living conditions of home-based workers.
- 4.8 Take the lead and work together on common global campaigns/issues and challenges in order to bring change for members.
- 4.9 Build global alliances with trade unions, cooperatives, and supportive organizations in other sectors, in particular with those of migrant workers, women, and workers in the informal economy.

5. AFFILIATES

5.1 Eligible organizations, federations, associations, networks, or alliances of home based workers in all countries that work at local or national levels may affiliate to HomeNet International and have full representational rights subject to meeting the requirements of 5.2 (a) to (c) and 5.3 (a) to (h) below.

5.2 Eligible organizations are country-based:

- a. Democratic, accountable membership-based organizations of home-based workers including trade unions, cooperatives, associations, self-help groups, and home-based worker producer-owned companies, *or*
- b. Democratic, accountable membership-based federations, networks, *or* alliances of home-based workers, *or*
- c. Multi-sector membership-based organizations of which home-based workers are a part, provided that the affiliation to HomeNet International is based only on the number of home-based workers in the affiliate and that representation in HomeNet International is from the HBW section only.

5.3 All of the above potential membership-based organization affiliates (5.2 a to c above) will be required to also meet the following criteria:

- a. Either be registered as a membership-based organization of home-based workers or function as such and fulfill the conditions of (b) to (h) below.
- b. Work at local and/or national/country level.
- c. Have a written constitution/rules.
- d. Have evidence of a governing body elected by the home-based worker members.
- e. Have regular financial reports.
- f. Be independent of political and/or religious bodies as well as employers.
- g. Have a minimum number of fifty (50) HBW members or the minimum number specified by the regional bodies to which they are affiliated, whichever is more.
- h. Become a member of the relevant regional network/organization where it exists.

5.4 **Process of Affiliation:** Organizations wishing to affiliate to HomeNet International should complete the prescribed Application Form, attach the required documents, and submit them to the regional network/organization concerned. The regional network/organization will forward the same with its

comments/recommendations to the Executive Committee, which will have the power to approve or reject an application.

5.5 **Resignation of Affiliate:** An affiliate wishing to resign must give one month's notice in writing to the Executive Committee, whereupon its affiliation will terminate.

5.6 **Suspension and Termination of Affiliation:** The Executive Committee will have the right to suspend and the Congress to expel an affiliated organization for acting against the Constitution and/or interests of HomeNet International and/or no longer meeting the criteria for affiliation. Prior to any decision, a hearing will be given to the organization. The Executive Committee will determine the procedure for such hearing.

6. AFFILIATION FEES

6.1 Affiliates will pay a joining fee on affiliating to HomeNet International and an annual affiliation fee in the first quarter of the following year. The annual fee thereafter will be payable in the first quarter of every year.

6.2 The Executive Committee will determine the affiliation fee after consultation with affiliates, to be endorsed by the next Congress.

6.3 If an organization is more than one year in arrears with payment of its fees without the permission of the Executive Committee, it will lose its rights and privileges in HomeNet International. Should an organization be more than two years in arrears, it will be considered to have withdrawn its affiliation.

7. ORGANIZATIONAL STRUCTURES

HomeNet International will consist of the following structures:

- a. The Congress
- b. The Executive Committee
- c. The Secretariat (International Coordinator and staff)

8. THE CONGRESS

8.1 **Frequency of Holding Congress:** The Congress is the highest decision-making body of HomeNet International and will be held at least every four years. Extraordinary Congresses can be convened by decision of the Executive Committee or on petition from a majority of affiliates, taking into consideration the financial implications.

8.2 The Executive Committee: The Executive Committee will decide on the date, meeting place, agenda, and procedures of the Congress, taking into account recommendations of affiliates, and it will notify affiliates in writing of the convening of the Congress at least four months in advance.

8.3 Composition of Congress: Congress will be composed of:

- a. The Executive Committee, including the President, Vice President, Treasurer, and International Coordinator (ex-officio) as detailed in Clause 9.2. (a) to (c).
- b. Delegates from affiliates, based on size of membership. Delegates will be entitled to speak and vote. The number of delegates will be determined as under:
 - i) Affiliates with 50-500 members, entitled to one delegate.
 - ii) Affiliates with 501-1000 members, entitled to two delegates.
 - iii) Affiliates with above 1000 members, entitled to three delegates.
- c. The five electoral regions, being Africa, Eastern Europe/Central Asia, Latin America, South Asia, and South East Asia, will be represented. Regional Coordinators (or representative from a region where no coordinator is yet in place) will be entitled to participate in the Congress to represent the views of the region. They will have speaking but no voting rights.
- d. Staff members may attend Congress as decided upon by the Executive Committee and will have speaking rights only.
- e. Non membership-based organizations working with home-based workers and other allies may be invited by the Executive Committee to participate as observers.

8.4 Eligibility of Delegates: Only affiliates who are up to date with their affiliation fees will be entitled to full representational rights at Congress, and delegation size will be based on the number of members for whom affiliation fees have been paid in the previous year.

8.5 Credential Committee: The Executive Committee will appoint a Credential Committee, which will approve or reject credentials of the delegates.

8.6 Election Committee: The Executive Committee will appoint an Election Committee, which will supervise the election of Executive Committee members.

8.7 **Quorum:** The quorum for the Congress will be 40% of the total delegates who have completed all requirements for representation. If within 24 hours of the time fixed for the Congress, a quorum is not present, the Congress will stand adjourned to such a place and time as the Executive Committee will decide.

8.8 **Functions of the Congress:** The functions of the Congress will include:

- a. Considering and approving reports from the Secretariat and President.
- b. Considering and approving financial reports.
- c. Holding an election of the Executive Committee, including the Office Bearers, which consist of a President, a Vice President, a Treasurer, and an International Coordinator. The Executive Committee and Office Bearers must be composed of at least 75% women.
- d. Adopting and making amendments to the Constitution.
- e. Making decisions on policies and resolutions submitted by affiliates or the Executive Committee.
- f. Considering other issues as approved by the Executive Committee.

8.9 **Decision Making:** Decisions will be taken by consensus or, if there is no consensus, by majority vote (50%+1 of those eligible to vote) apart from constitutional amendments that require the approval of 75% of eligible voting delegates.

8.10 **Elections:** Delegates present in the Congress, as approved by the Credentials Committee, are entitled to vote. Organizations, which for important reasons, are unable to send representatives to Congress will have the right to entrust their votes to other organizations represented at the Congress by submitting the authorization for such representation in writing to the Credentials Committee. Elections will be conducted according to Clause 9.3 of the Constitution and in line with any further supplementary election procedures adopted by the Executive Committee

9. THE EXECUTIVE COMMITTEE

9.1 **Governance of HomeNet International:** Governance of HomeNet International will be vested in the Executive Committee, with a view to implementing the decisions of the Congress.

9.2 **Composition of the Executive Committee:** The Executive Committee will be composed of the following:

- a. Two representatives from each of the five electoral regions, agreed upon by affiliates from the regions, from among the affiliates of that region and endorsed by Congress, which number includes the elected Office Bearers: President, Vice President, and Treasurer.
- b. Preferably both, but at least one representative from each electoral region must be a woman.
- c. The International Coordinator (ex-officio).
- d. Regional Coordinators (or a representative from a region where no coordinator is yet in place) will be entitled to participate in the Executive Committee to represent the views of the region. They will have speaking rights only.

9.3 Election of the Executive Committee

a. **Executive Committee Members from Regions:**

- (i) Prior to Congress, the HomeNet International affiliates in each electoral region will agree upon their two Executive Committee members in accordance with a procedure decided upon by the Executive Committee.
- (ii) The Election Committee, appointed by the Executive Committee, will scrutinize the nominations to ensure they are in order.
- (iii) The Executive Committee members recommended by the regions will be endorsed by the Congress through a procedure to be decided upon by the Election Committee subject to 9.3 (c) below.
- (iv) If there is no consensus prior to Congress on regional nominees, the decision will be taken by majority vote by accredited regional delegates (50%+1) during the Congress. Should there be no majority amongst such delegates, then it will be put to Congress for a consensus decision or by majority vote (50%+1).

b. **Office Bearers:**

- (i) Prior to Congress, the Executive Committee will call for nominations for the position of International Coordinator (s/he can be from outside an affiliate), which should be submitted in writing on the prescribed form to the President, together with a personal description and motivation.

- (ii) After Congress has endorsed Executive Committee members, nominations for the positions of President, Vice President, and Treasurer from within the 10 elected Executive Committee members will be submitted in writing on the prescribed form to the Election Committee.
- (iii) The three office bearers (President, Vice President, Treasurer) must come from three different regions.
- (iv) The Election Committee, appointed by the Executive Committee, will scrutinize the nominations to ensure they are in order and agree on a procedure for the conduct of the elections subject to 9.3 (c) below.

c. Election Procedure: Should there be more than one candidate for any position, elections will be by secret ballot of all voting delegates in the Congress (including authorized proxy votes) and will be conducted by the Election Committee.

9.4 Term of the Executive Committee: The term of the Executive Committee members will be for a period of four years. They can be re-elected for only one more four-year term.

9.5 Resignation of Executive Committee Member: Should an Executive Committee member retire/resign or be recalled for any reason, the Executive Committee will appoint a replacement from amongst members of affiliates in the same region as the existing member, taking into account the views of affiliates in that region.

9.6 Meetings of the Executive Committee: Meetings of the Executive Committee will take place at least twice a year, either electronically or in person. In addition, the Office Bearers (President, Vice President, and Treasurer) and the International Coordinator will meet at least twice more every year.

9.7 Calendar for Meetings: In consultation with the Office Bearers, the International Coordinator will notify members of the Executive Committee in writing of the meeting and its agenda at least two weeks prior to the date of the meeting.

9.8 Quorum: The quorum for meetings will be 40%+1 of Executive Committee members.

9.9 Duties and Powers of the Executive Committee: Executive Committee will have the following duties and powers:

- a. Uphold the Constitution and promote the objectives of HomeNet International.
- b. Monitor and facilitate the implementation of resolutions, strategic plans, and policies adopted by Congress.
- c. Ensure the proper functioning of the staff and Secretariat.
- d. Approve financial reports and budgets.
- e. Agree on affiliation fees and changes thereto.
- f. Consider proposals submitted by affiliates and decide on urgent problems and issues that concern HomeNet International.
- g. Organize Congresses.
- h. Delegate tasks to staff members and sub-committees.
- i. Agree on affiliations and the suspension of affiliates.
- j. Adopt rules and operational procedures for the smooth functioning of HomeNet International.
- k. In case of emergency or substantial changes in circumstances, the Executive Committee may propose an amendment to the Constitution to be circulated electronically to affiliates for a decision, which will require 75% of those affiliates who respond to agree to the changes and which will be endorsed by the next Congress.

9.10 **Decision Making:** Decisions will be taken by consensus or, if there is no consensus, by majority vote (50%+1).

10. OFFICE BEARERS

10.1 The President:

The Congress will elect the President in accordance with Clause 9.3 (b) and (c) above, from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election, for another four years. Should s/he retire/resign/be recalled from HomeNet International presidency for any reason, the Executive Committee will designate the Vice President to succeed the President.

The President will:

- a. Chair the Congress and meetings of the Executive Committee and relevant sub-committees.
- b. Represent HomeNet International at meetings, congresses of affiliates, regional organizations, and organizations outside of HomeNet International.
- c. Carry out duties decided by the Congress and Executive Committee.

10.2 The Vice President:

Congress will elect the Vice President in accordance with Clause 9.3 (b) and (c) above, from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election for another four years. In the absence of the President, or as delegated by her/him, the Vice President will perform the duties of the President. Should s/he retire/resign/ be recalled for any reason, the Executive Committee will appoint another Vice President from amongst the Executive Committee.

10.3 The Treasurer:

Congress will elect the Treasurer in accordance with Clause 9.3 (b) and (c) above from amongst the 10 elected Executive Committee members for one four-year term of office that can be renewed only once by election for another four years. The Treasurer in collaboration with the International Coordinator will:

- a. Present six monthly and one annual financial report and proposed budget to the Executive Committee.
- b. Ensure maintenance of accounts and records.
- c. Oversee the audit of the accounts of HomeNet International.

10.4 Removal from Office of Office-Bearers:

The President, Vice President, and Treasurer will vacate office in any of the following circumstances:

- a. On resignation, suspension, or expulsion from membership of HomeNet

International or any of its affiliates, or on suspension or expulsion from office for misconduct on a two-thirds majority of the Executive Committee.

- b. On absenting her/himself without the permission of the Executive Committee from three consecutive meetings of the Executive Committee.
- c. Such decisions will be endorsed by the next Congress or by an Extraordinary Congress convened in terms of 8.1. above.

10.5 The International Coordinator:

For the first term of office, the International Coordinator will be appointed by the Interim International Working Group and endorsed by the Congress. Thereafter, Congress will elect the International Coordinator for one four-year term of office that can be renewed only once by election for another four years. S/he will be a paid member of staff. S/he will be an ex-officio member of all HomeNet International committees. The International Coordinator will be accountable to the Executive Committee and will work closely with the Office Bearers to implement the decisions and plans of Congress. S/he will be responsible for:

- a. The management of the Secretariat and for the prompt completion of its work in accordance with the resolutions and directives of the Executive Committee and Congresses.
- b. The preparation for and convening of meetings of HomeNet International in consultation with the Executive Committee.
- c. The recording and circulating of minutes of Congresses and Executive Committee meetings and ensuring effective communication with affiliates.
- d. The maintenance of a competent office and such other assistance as may be required, subject to the availability of finance.
- e. The financial management of HomeNet International together with the Treasurer, including presenting an annual financial report and a proposed budget to the Executive Committee and maintaining books and records for audit purposes.
- f. The International Coordinator may serve as representative of HomeNet International at meetings and congresses of its affiliates and of other organizations.

11. REGIONAL NETWORKS/ORGANIZATIONS

- 11.1 Regional networks/organizations are made up of home-based workers' organizations in each of the five electoral regions: Africa, Eastern Europe/Central Asia, Latin America, South Asia, and South East Asia.
- 11.2 Irrespective of their legal or formal status, they are entitled to representation as non-voting participants in HomeNet International organizational structures.
- 11.3 They will be encouraged to evolve or be strengthened into membership-based, democratic, and legal bodies and to adopt policies and procedures that align closely with those of HomeNet International.
- 11.4 Should any changes or additions to the existing five electoral regions be requested, the HomeNet International Executive Committee will agree on which regional organizations are eligible for participation in HomeNet International structures. This will be endorsed by Congress after ensuring the organizations conform to the following criteria:
 - a. Their voting affiliates are membership-based organizations of home-based workers.
 - b. They have leadership and governing bodies elected by their home-based worker membership-based organizations affiliates.

11.5 Role of Regional Networks/Organizations:

Regional networks/organizations will:

- a. Be responsible for organizing the nomination of the Executive Committee members from amongst affiliates of HomeNet International in the region, subject to a process decided by the HomeNet International Executive Committee.
- b. Facilitate communication, liaison, and solidarity efforts between affiliates of HomeNet International in the region, across regions, and globally.
- c. Support affiliates in the region with organizational strengthening through advice, education, and capacity-building activities.

- d. Promote HomeNet International and assist affiliates to implement Congress and Executive Committee decisions and agreed-on activities.
- e. Participate as non-voting representatives in HomeNet International Congress, Executive Committee meetings, and other activities as decided by the Executive Committee, and report on regional activities and region-wide perspectives.

12. DUTIES OF AFFILIATES

12.1 Relationship between HomeNet International and Affiliates: HomeNet International will respect and value the autonomy of its affiliates (and of the regional organizations). However, affiliates will be expected to carry out and implement the decisions and policies of HomeNet International as agreed by the Congress or Executive Committee.

12.2 Duties of Affiliates: An organization affiliated to HomeNet International will:

- a. Keep the Secretariat informed of its elections and any changes to its office bearers and membership and of new contact details as of December 31 each year.
- b. Provide information required to the best of its ability.
- c. Publish in its newsletter, on its web site, and in other media information about the activities of HomeNet International and send copies or links to the Secretariat.
- d. Send copies of its annual report to the Secretariat.
- e. Pay affiliation fees regularly in terms of Clause 6 above.
- f. Participate in Congresses and other HomeNet International activities.
- g. Help develop a spirit and practice of solidarity by contributing/sharing resources such as skills, materials, and finances for joint global activities.

13. FUNDS

- 13.1 The funds of the organization will be derived from membership fees, grants and donations from funding organizations, and all other money received from various sources. Funds will be employed solely towards the fulfillment of the objectives of HomeNet International as specified in Clause 3 above, and such other lawful purposes as decided upon by the Executive Committee and/or the Congress.
- 13.2 A bank account will be opened in the name of HomeNet International in a bank approved by the Executive Committee. The Executive Committee will determine three signatories to the account. All funds will be deposited in the said account.
- 13.3 Disbursements from the account will be made in accordance with the guidelines set by the Executive Committee. All payments will require authorization by at least two signatories.
- 13.4 A financial report will be prepared and submitted to the Executive Committee every 6 months for approval. An audited statement will be prepared annually and submitted to the Executive Committee for approval.
- 13.5 The fiscal year of HomeNet International will be from April 1st to March 31st of each year.

14. INTERPRETATION OF AND AMENDMENTS TO THE CONSTITUTION

- 14.1 **Interpretation of the Constitution:** The responsibility for the interpretation of the clauses of this Constitution will be vested in the Congress. In between Congresses, the Executive Committee will be empowered to make an interim ruling subject to a final decision by the Congress.
- 14.2 **Amendment to the Constitution:** The Congress may repeal, amend, or add to the provisions of this Constitution with approval of 75% of voting delegates provided that at least 45 days' notice of any proposed alteration will have first been given to affiliate organizations.

15. DISSOLUTION OF HOMENET INTERNATIONAL

- 15.1 In the event of the dissolution of HomeNet International being decided by Congress, any financial obligations must be fulfilled. The Congress will decide on the manner of disposal of funds and assets of HomeNet International.
- 15.2 A resolution for dissolution requires approval from at least 75% of voting delegates.

This Constitution was adopted on _____ at the HomeNet International Virtual Congress, held at _____ and comes into force on that date.

Signed:

International Coordinator _____



Home-based Workers in the World: A Statistical Profile

Florence Bonnet, Françoise Carré,
Martha Chen and Joann Vanek

Globally, 260 million women and men are employed in home-based work, including 35 million in developed countries.

Globally, there are 260 million home-based workers (**table 1**).¹ While the overwhelming majority (86 per cent) of home-based workers are in developing and emerging countries, the number in developed countries (35 million) is substantial. Asia and the Pacific, which has the largest population among the regions, accounts for 65 per cent of home-based workers (**figure 1**). Globally, and in developing and emerging countries, most home-based workers (84 and 82 per cent, respectively) are in non-agricultural work. In developed countries, the proportion in non-agricultural work is even higher (93 per cent).

¹ The data in this brief are based on the 118 countries in the ILOSTAT Database that have a place of work question in their survey. The data are from the years 2000 to 2019. Annex I contains the classification of countries in the geographic regions and country income groups; the specific surveys used are in Annex II.

Figure 1: Distribution of home-based workers by country income groups and geographic regions

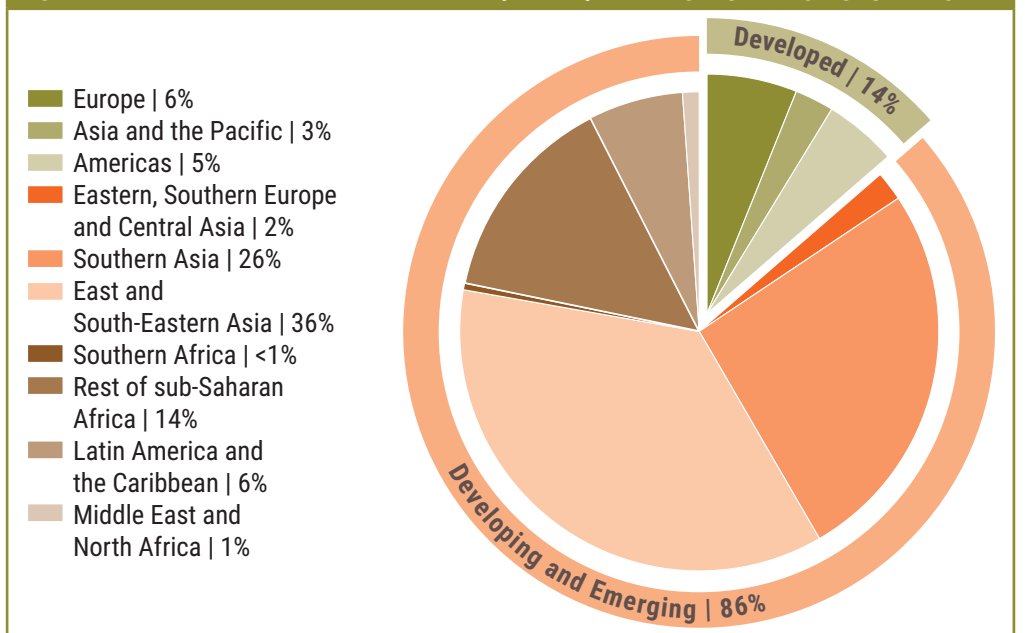


Table 1: Home-based workers in total and non-agricultural employment by country income groups, geographic regions and sex: Numbers in million and per cent of total (in parentheses)

	TOTAL			NON-AGRICULTURAL		
	Total	Women	Men	Total	Women	Men
World	259.6 (8)	146.8 (11)	112.8 (6)	217.5 (9)	119.9 (13)	97.9 (7)
Developed	35.4 (6)	17.3 (7)	18.0 (6)	32.8 (6)	16.2 (6)	16.5 (5)
Europe	15.8 (7)	6.6 (6)	9.2 (7)	14.6 (6)	6.2 (6)	8.4 (6)
Asia and the Pacific	6.8 (5)	3.8 (7)	3.1 (4)	5.5 (4)	3.1 (6)	2.4 (3)
Americas	12.7 (7)	6.9 (8)	5.8 (6)	12.7 (7)	6.9 (8)	5.8 (6)
Developing and Emerging	224.2 (8)	129.4 (13)	94.8 (6)	184.6 (10)	103.6 (15)	81.3 (7)
Eastern, Southern Europe and Central Asia	5.2 (3)	2.5 (3)	2.7 (3)	3.6 (2)	1.7 (2)	1.9 (2)
Asia and the Pacific	161.4 (9)	88.6 (14)	72.8 (6)	130.1 (11)	68.3 (16)	62.2 (8)
Southern Asia	67.5 (10)	35.3 (24)	32.3 (6)	45.4 (12)	19.0 (29)	26.6 (8)
East and South-Eastern Asia	93.8 (8)	53.3 (11)	40.5 (6)	85.0 (11)	49.5 (14)	35.6 (8)
<i>East and South-Eastern Asia (excluding China)</i>	<i>63.8 (18)</i>	<i>38.1 (26)</i>	<i>25.7 (13)</i>	<i>52.7 (23)</i>	<i>33.2 (33)</i>	<i>19.6 (15)</i>
Sub-Saharan Africa	38.2 (9)	25.3 (14)	12.8 (6)	33.1 (18)	22.2 (25)	10.9 (11)
Southern Africa	1.1 (6)	0.5 (6)	0.7 (6)	1.1 (6)	0.5 (6)	0.7 (7)
Rest of sub-Saharan Africa	37.1 (10)	24.8 (14)	12.2 (6)	31.9 (19)	21.7 (27)	10.2 (12)
Latin America and the Caribbean	16.6 (6)	11.0 (10)	5.5 (3)	16.2 (7)	10.8 (10)	5.4 (4)
Middle East and North Africa	2.9 (3)	2.0 (11)	0.9 (1)	1.8 (3)	0.9 (8)	0.9 (2)

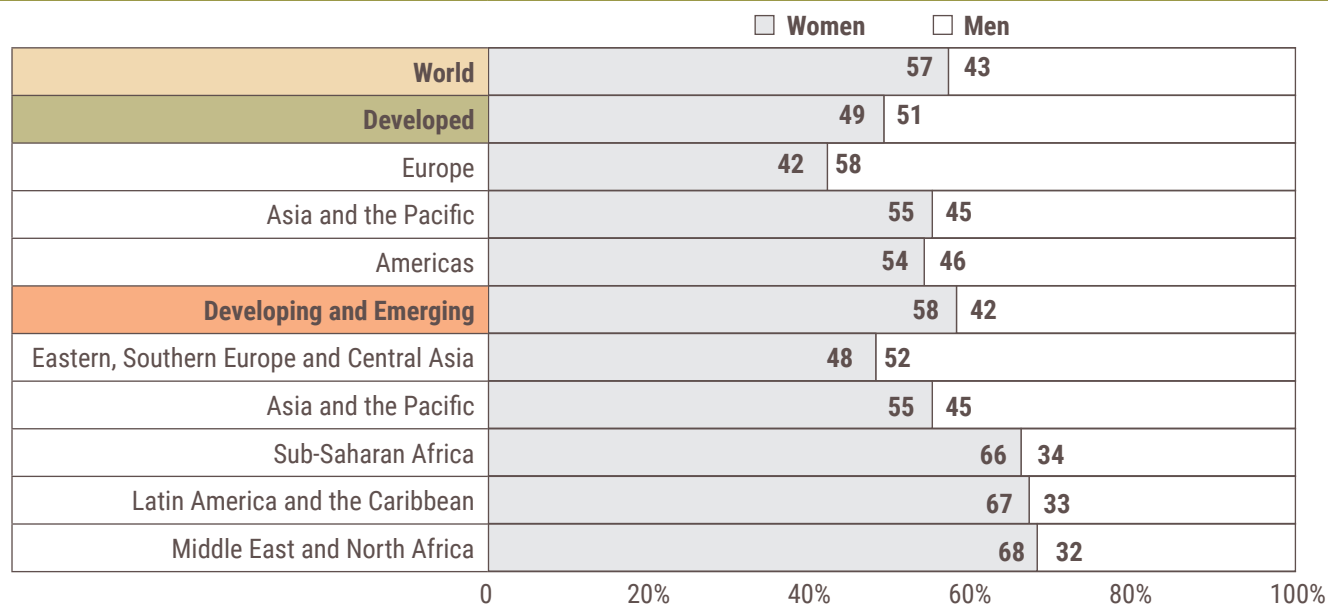
Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries representing 86 per cent of global employment.

Although there are large differences in the *numbers* of home-based workers across regions, the *percentage* of home-based work as a share of total employment varies only from 3 to 10 per cent. The exception is in East and South-Eastern Asia (excluding China), where home-based work is 18 per cent of total employment and 23 per cent of non-agricultural employment.

Although labour force participation rates for women are lower than for men in most countries, more women than men are home-based workers globally; women's share is 57 per cent in comparison to 43 per cent for men (**figure 2**). In developing and emerging countries, the share of women and men are similar to those worldwide: 58 per cent of women in comparison to 42 per cent of men. However in developed countries,

there are slightly more men than women; the anomaly is due to Europe, where men represent 58 per cent of home-based workers and women 42 per cent. In the developed countries of the Americas, as well as Asia and the Pacific, women outnumber men in home-based work. In both Sub-Saharan Africa and Latin America and the Caribbean, there are nearly twice as many women home-based workers as men. In only two other

Figure 2: Distribution of home-based workers by sex and income groups of countries and geographic regions



A home-based worker who makes hair accessories in Lima, Peru. Photo by Sofia Trevino.

Figure 3: Home-based workers as per cent of total employment



Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries.

Front page photos clockwise from the top left:
 A home-based weaver in Laos. Photo by Marty Chen.
 A home-based tailor in Cape Town, South Africa. Photo by Sofia Trevino.
 A home-based hairdresser in Pleven, Bulgaria. Photo by Svetlin Ivanov.
 A home-based garment worker in Tiruppur, India. Photo courtesy of HNSA.

sub-regions are there more men home-based workers than women – Eastern, Southern Europe and Central Asia and Southern Africa – but the difference is relatively small.

In most of the countries with data, home-based workers comprise less than 10 per cent of all employed persons (dark and light brown in the map), but in some countries, home-based workers account for more than 15 per cent of the workforce (dark grey) (**figure 3**).

Table 2: Home-based workers as per cent of total employment by country income group and geographic regions: Number of countries in percentage categories

	Less than 5%	5-10%	10-14%	15% and more	Total
World	44	41	21	12	118
Developed	21	14	7	0	42
Europe	16	9	5	0	30
Asia and the Pacific	4	3	0	0	7
Americas	1	2	2	0	5
Developing and Emerging	23	27	14	12	76
Eastern, Southern Europe and Central Asia	9	3	0	0	12
Asia and the Pacific	1	5	3	7	16
Southern Asia	0	2	0	2	4
East and South-Eastern Asia	1	3	3	5	12
Sub-Saharan Africa	4	11	7	5	27
Southern Africa	0	2	0	0	2
Rest of sub-Saharan Africa	4	9	7	5	25
Latin America and the Caribbean	3	8	4	0	15
Middle East and North Africa	6	0	0	0	6

Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries representing 86 per cent of global employment.

Box 1: Types of Home-Based Worker

Home-based workers are those who produce goods or provide services from in or around their own home, including in a structure attached to their home. Home-based workers can be found in all branches of the economy (agriculture, services, and manufacturing and other industry activities) and many sub-branches: from traditional sectors such as textiles, garments and shoes to professional services to modern sectors, including the manufacturing of automobile parts and airplane cushions, electronic assembly, data collection and processing.

While all types of home-based work can be found around the world, certain types predominate in specific geographic regions and country income groups. Among home-based workers, self-employed professionals, teleworkers (white-collar and pink-collar) and digital platform workers are more common in developed and emerging countries; traditional self-employed, industrial outworkers and contributing family workers are more common in developing countries. Digital platform workers who perform “crowdwork” from their homes are dispersed across all country income groups

It is important to understand which types of home-based work expanded and contracted during the lockdowns associated with the COVID-19 pandemic. The category that has expanded during COVID-19 are workers who used to commute to an office, both professional and clerical workers, but began working from home using information and communications technologies (ICTs). The categories of home-based workers who suffered the greatest loss of work and income during COVID-19 are the ones who do not use ICTs in their work, both traditional self-employed and (more so) industrial outworkers, as well as the contributing family workers who depend on them for work.

Among developed countries, home-based work is less than 5 per cent of total employment in half of the countries and less than 15 per cent of total employment in the other half (**table 2**). In developing and emerging countries, home-based work is a higher proportion of total employment, representing over 5 per cent of total employment in around 70 per cent of the countries and less than 5 per cent of total employment in only two sub-regions, specifically in most countries of Eastern, Southern Europe and Central Asia and all countries in the Middle East and North Africa.

In all other sub-regions of developing and emerging countries, it represents a higher share of employment, including 15 per cent or more in five countries each in sub-Saharan Africa and in East and South-Eastern Asia.

Home-based workers are found in all sectors of the economy and in all statuses in employment (**boxes 1 and 2**). This brief presents key indicators on home-based workers and their work across the world.

Box 2: Improving the Measurement of Home-Based Workers and the Dependency in their Work Arrangements

Some home-based workers are independent self-employed workers who take entrepreneurial risks. Other home-based workers are dependent on a firm or its contractors for work orders, supply of raw materials and sale of finished goods. Those in this second category are referred to as homeworkers, piece-rate workers or sub-contracted workers. In recent years, better measurement of a broad work arrangement that includes homework has received increased attention due to its growth, as well as to the types of authority and economic risk under which these workers operate.

In 2018, the International Conference of Labour Statisticians agreed on a revised International Classification of Status in Employment (ICSE-18) to include a new category, *dependent contractor*, which reflects aspects of both self- and wage employment. This category has special relevance to homeworkers. Dependent contractors are workers who have contractual arrangements of a commercial nature to provide goods or services for another economic unit, are not employees of that economic unit but are dependent on that unit for the organization and execution of the work or for access to the market.¹ Another recommendation places priority on a survey question on place of work. The implementation of these recommendations in labour force surveys will lead to improved data on home-based work.

However, in the data presented in this brief, independent home-based workers could not be fully distinguished from homeworkers. For this reason, this brief does not include data on the dependency of home-based workers. It includes the status in employment categories, based on the earlier ICSE statuses. The estimates for own account workers are likely to include misclassified dependent contractors — that is, sub-contracted piece-rate homeworkers.

¹ International Labour Office (ILO), 2018 Resolution concerning statistics on work relationships. 20th International Conference of Labour Statisticians (ICLS), Geneva.

cent in urban areas, whereas in the Americas the shares are reversed, with 77 per cent in rural areas and 23 per cent in urban. Among developing and emerging countries, at least 80 per cent of home-based workers are in rural areas in two sub-regions: Eastern, Southern Europe and Central Asia; and Southern Africa. In two other sub-regions, a relatively high proportion are also in rural areas: the Middle East and North Africa at 73 per cent; and Southern Asia at 68 per cent. However, in Latin America and the Caribbean, only 28 per cent of home-based workers are in rural areas.

The percentage distribution of women and men home-based workers across rural and urban areas is fairly similar at the global level and across the country income groups and geographic regions, with two exceptions. In Eastern and Southern Europe and Central Asia, 95 per cent of women home-based workers and 73 per cent of men are in rural areas; in the Middle East and North Africa, 81 per cent of women home-based workers and 54 per cent of men are in rural areas.

Rural/Urban

Globally, around 56 per cent of home-based workers are in rural areas and 44 per cent in urban areas.

Around 56 per cent of home-based workers globally are in rural areas and 44 per cent in urban areas; these percentages are mirrored in

developing and emerging countries as a group. In developed countries, urban areas are 2 per cent higher (**table 3**). However there are large differences in the percentage distribution of home-based workers across rural and urban areas within the geographic/country income groups and sub-regions. Among developed countries, in Europe only 28 per cent of home-based work is in rural areas and 72 per

Table 3: Home-based workers by urban and rural location, country income groups, geographic regions and sex: Per cent distribution

	TOTAL		WOMEN		MEN	
	Rural	Urban	Rural	Urban	Rural	Urban
World	56	44	57	43	55	45
Developed	54	46	52	48	56	44
Europe	28	72	28	72	28	71
Asia and the Pacific	62	39	58	42	66	34
Americas	77	23	71	29	84	16
Developing and Emerging	56	44	57	43	55	45
Eastern, Southern Europe and Central Asia	82	15	95	5	73	22
Asia and the Pacific	59	41	61	39	57	43
Southern Asia	68	32	72	28	63	37
East and South-Eastern Asia	47	53	47	53	47	53
Sub-Saharan Africa	51	49	51	48	50	50
Southern Africa	80	20	79	18	78	22
Rest of sub-Saharan Africa	50	50	51	49	48	52
Latin America and the Caribbean	28	72	31	69	22	78
Middle East and North Africa	73	27	81	19	54	46

Source: ILO calculations based on labour force survey (or similar household survey) data from 109 countries.

Status in Employment

The share of own account home-based work for both women and men is higher in the developing and emerging countries than in developed countries and, conversely, the share of employees is higher in developed countries.

Globally, women home-based workers are more than twice as likely as men to be contributing family workers. Conversely, men are more likely than women to be employers or own account workers. But men and women home-based workers are equally likely to be employees (**table 4**). This pattern is also reflected in developing and emerging countries, where the overwhelming majority of home-based workers are concentrated: 13 per cent of both women



*A home-based Nubian craft producer in Kenya.
Photo by Leslie Vryenhoek*

and men are employees; 58 per cent of women and 69 per cent of men are own account workers; and 25 per cent of women but only 12 per cent of men are contributing family workers. However, in developed countries the pattern is different. A much larger share of women home-based workers than men are employees (59 per cent in comparison to 47 per cent) and, conversely, a larger share of men than women are own account workers (45 per cent in comparison to 27 per cent).

While the share of own account home-based work for both women and men is higher in developing and emerging countries, the share of employees is higher in developed countries. Among developing and emerging

Table 4: Home-based workers by status in employment, country income groups, geographic regions and sex: Per cent distribution

	WOMEN				MEN			
	Employer	Own account worker	Employee	Contributing family worker	Employer	Own account worker	Employee	Contributing family worker
World	5	54	19	23	7	65	19	10
Developed	5	27	59	8	6	45	47	3
Europe	3	42	52	3	4	57	38	1
Asia and the Pacific	6	27	36	31	11	55	24	10
Americas	7	12	80	1	6	21	73	0
Developing and Emerging	4	58	13	25	7	69	13	12
Eastern, Southern Europe and Central Asia	1	32	62	5	4	8	86	0
Asia and the Pacific	2	56	13	29	5	72	10	13
Southern Asia	1	61	7	30	5	79	6	10
East and South-Eastern Asia	2	53	17	27	5	67	14	15
<i>East and South-Eastern Asia (excluding China)</i>	3	58	15	24	8	58	19	15
Sub-Saharan Africa	19	55	12	14	24	49	19	8
Southern Africa	5	33	58	3	19	32	48	0
Rest of sub-Saharan Africa	19	56	11	14	24	50	17	8
Latin America and the Caribbean	2	82	8	8	8	74	12	6
Middle East and North Africa	1	35	6	58	9	59	27	5

Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries.

countries, the one exception to this pattern of higher proportions of home-based workers in own account work and lower proportions as employees is Eastern, Southern Europe and Central Asia. All countries in this sub-region are classified as emerging economies and have a legacy of a centralized economy.

Branch of Economic Activity/Industry

Services is the main branch of home-based employment for both men and women.

Services is the main branch of home-based employment for both women and men everywhere (**table 5**). Globally, 55 per

cent of home-based workers are engaged in the services sector with almost no difference between women and men in the share of services. In developed countries, services comprise a much greater share of home-based work than in developing and emerging countries as a group: 79 per cent in comparison to 51 per cent. Industry with manufacturing as the major component is

Table 5: Home-based workers by branch of industry, country income groups, geographic regions and sex: Per cent distribution

	TOTAL			WOMEN			MEN		
	Agriculture	Manufacturing*	Services	Agriculture	Manufacturing*	Services	Agriculture	Manufacturing*	Services
World	16	29	55	18	25	56	13	32	55
Developed	7	14	79	7	9	84	8	17	75
Europe	7	15	78	6	8	86	8	20	72
Asia and the Pacific	20	11	69	19	14	67	23	6	71
Americas	1	14	85	0	8	91	1	18	81
Developing and Emerging	18	31	51	20	28	52	14	35	51
Eastern, Southern Europe and Central Asia	30	16	54	31	21	49	29	14	56
Asia and the Pacific	19	32	49	23	28	50	15	36	50
Southern Asia	33	34	33	46	33	20	17	33	49
East and South-Eastern Asia	9	30	60	7	23	69	12	37	50
<i>East and South-Eastern Asia (excluding China)</i>	17	23	59	13	22	66	24	24	52
Sub-Saharan Africa	13	28	58	12	28	60	15	31	54
Southern Africa	0	11	89	0	1	99	0	20	79
Rest of sub-Saharan Africa	14	29	57	13	28	59	16	32	52
Latin America and the Caribbean	2	34	64	2	33	65	3	34	63
Middle East and North Africa	39	17	44	53	13	34	6	27	67

Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries.

*Manufacturing is the main component of this category, which also includes related industries, specifically: mining and quarrying; electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management and remediation activities; and construction. These additional activities will have limited relevance to home-based work.

second in importance at 29 per cent globally: 14 per cent in developed countries and 31 per cent in developing and emerging countries. Agriculture comprises 16 per cent of home-based employment globally, 7 per cent in developed countries and 18 per cent in developing and emerging countries. However in some sub-regions, agriculture is a larger

share of home-based work, specifically 30 per cent in Eastern, Southern Europe and Central Asia, 33 per cent in Southern Asia, and 39 per cent in the Middle East and North Africa.

At the global level there is little difference in the percentage distribution of women and men home-based workers across the

different branches. However, in developed countries, services comprise a somewhat higher percentage of women's home-based work than men's – 84 per cent in contrast to 75 per cent. Women are less likely to be in manufacturing than men – 9 per cent in contrast to 17 per cent. In developing and emerging countries, there is little difference

Table 6: Percentage of home-based workers who are informally employed in developing and emerging countries, by geographic regions and sex

	TOTAL	WOMEN	MEN	Difference Women-Men (% points)
Developing and Emerging	90	92	88	4
Eastern, Southern Europe and Central Asia	63	78	35	43
Asia and the Pacific	92	92	91	2
Southern Asia	98	98	98	0
East and South-Eastern Asia	80	83	74	9
Sub-Saharan Africa	88	92	81	11
Southern Africa	74	80	64	16
Rest of sub-Saharan Africa	88	92	81	11
Latin America and the Caribbean	85	88	77	12
Middle East and North Africa	98	99	94	5

Source: ILO calculations based on labour force survey (or similar household survey) data from 70 developing and emerging countries representing 72 per cent of employment in developing and emerging countries when China is excluded, and representing 52 per cent when China is included in the total.

in the percentage of women and men home-based workers in services. Women are less likely to be in manufacturing than men (28 per cent in contrast to 35 per cent) and are more likely to be in agriculture than men (20 per cent in contrast to 14 per cent). However, this pattern is not consistent across two sub-regions of Asia and the Pacific. In Southern Asia, the per cent of home-based workers in services is much lower for women than men (20 per cent in contrast to 49 per cent), while the per cent of women in agriculture is far higher than for men (46 per cent compared to only 17 per cent of men). The shares of women and men in home-based manufacturing,

however, are the same. By contrast, women in East and South-Eastern Asia, both with and without China, are more likely to be in services than men (more than 65 per cent in contrast to around 50 per cent). Large differences between women and men home-based workers are also found in the Middle East and North Africa, where 34 per cent of women compared to 67 per cent of men are in services; 53 per cent of women home-based workers but only 6 per cent of men are in agriculture. Finally, in Southern Africa almost all women in home-based work are in services (99 per cent) with a much lower, but still high, per cent of men (79 per cent).

Informal Employment

In developing and emerging countries, the proportion of home-based workers that are informal ranges from 60 to 98 per cent.

Estimates of the informality of home-based employment in developed countries, and therefore for the world, are not possible with the data now available; the surveys used to identify home-based workers in developed countries did not include questions that would allow an assessment of informality. In developing and emerging countries, where the data do exist, home-based work is overwhelmingly informal. Overall, 90 per cent of home-based workers across all developing and emerging countries are informal; and in every sub-region, over 60 per cent are informal (**table 6**). The proportion who are informal ranges from 98 per cent in both Southern Asia and the Middle East and North Africa to 63 per cent in Eastern, Southern Europe and Central Asia.

In developing and emerging countries, informality is only slightly higher among women than among men home-based workers: 92 per cent in comparison to 88 per cent. However, in several sub-regions the difference between women and men is large – especially in Eastern, Southern Europe and Central Asia, where 78 per cent of women home-based workers are informal in comparison to 35 per cent of men. This

is also true among home-based workers in Southern Africa, where 80 per cent of women and 64 per cent of men are informal.

Occupations

The largest occupational group for home-based workers is services and sales, followed closely by craft and trade.

Globally, the majority of home-based workers are in two major occupational categories: services and sales (32 per cent) plus craft and trades (29 per cent) (**table 7**). The latter includes handicraft, garment and related craft workers, goods processing workers, and workers in building trades and in repair. These two major occupational groups account for 83 per cent of home-based workers in developing countries, 60 per cent in the emerging countries but only 26 per cent in developed countries. In contrast, in developed countries, professionals and technicians comprise 47 per cent of home-based workers and managers an additional 10 per cent.

Services and sales plus craft and trades account for a higher per cent of women's and men's home-based work in developing countries (87 per cent in contrast to 77 per cent); a lower share for women and men in emerging countries (65 per cent and 55 per cent, respectively); and a still lower share for women and men in developed countries (29 per cent of women and 24 per cent for men).

In all three country income groups, men home-based workers are more likely than women to be in managerial and professional occupations. Professional/technician and managerial occupations account for: 47 per cent of

women and 69 per cent of men in home-based work in developed countries; 13 per cent of women and 24 per cent of men in emerging countries; and 3 per cent of women and 10 per cent of men in developing countries.

Table 7: Home-based workers (outside agriculture) by occupations, country income groups and sex: Per cent distribution

	Managers	Professionals and Technicians	Clerks	Services and Sales	Craft and Trades*	Plant operators and Assemblers	Elementary occupations**	Other
Total								
World	9	10	7	32	29	3	6	3
Developed	10	47	8	19	8	1	5	2
Emerging	10	8	8	30	30	4	6	4
Developing	2	4	0	49	34	2	8	0
Women								
World	6	8	10	35	30	2	5	4
Developed	8	39	13	22	7	1	7	3
Emerging	7	6	11	33	32	2	4	4
Developing	1	2	0	55	32	1	8	0
Men								
World	13	13	4	27	28	5	7	2
Developed	12	57	2	15	9	2	2	1
Emerging	14	10	5	27	28	6	7	3
Developing	2	8	1	39	38	4	8	0

Source: ILO calculations based on labour force survey (or similar household survey) data from 99 countries.

* Includes construction, metal machinery, electrical and electronic workers, handicraft and printing, food processing and crafts.

** Includes occupations that typically involve the performance of simple and routine physical tasks that may require considerable physical effort and limited skills, e.g. cleaners, street sales and service workers, and refuse workers.

Hours of Work

Home-based workers have a longer workweek in developing and emerging countries than in developed countries.

The data in this section represent only one part of the workweek, the time spent in market-oriented work. Especially for women, another important component of the total time spent in work is the non-market activities performed to maintain the household and family. Thus, it is not surprising that women home-based workers tend to spend fewer hours in home-based work than men (**table 8**). A larger share of men than women work more than 48 hours a week in home-based work at each country income level. Conversely, more women than men work less than a 35 hour week at every country income level.

Globally, around one third of women and men home-based workers work 35-48 hours a week. In developed countries, a little less than



*A beadworker in Pakistan.
Photo courtesy of HomeNet Pakistan.*

half of women home-based workers and a little more than half of men work 35-48 hours a week. In emerging countries, around 30 per cent of women and men work 35-48 hours,

while in developing countries, around one quarter of women and men work 35-48 hours.

A larger percentage of women and men home-based workers work 49 or more hours per week in emerging and developing countries than in developed countries: in emerging countries, 32 per cent of women and 54 per cent of men; in developing countries, 31 per cent of women and 44 per cent of men; and in developed countries, only 15 per cent of women and 28 per cent of men.

Education

In developing and emerging countries, nearly one-third of women home-based workers and one-quarter of men have no education.

A larger percentage of home-based workers have completed secondary education than other levels of education: around 44 per cent of women and 48 per cent of men globally

Table 8: Home-based workers by hours worked, country income groups and sex: Per cent distribution

	WOMEN					MEN				
	Less than 20h	20h-34h	35h-48h	49h-60h	More than 60h	Less than 20h	20h-34h	35h-48h	49h-60h	More than 60h
World	18	21	32	16	13	6	11	35	25	22
Developed	16	20	49	11	4	7	10	54	19	9
Emerging	19	20	29	18	14	6	11	30	27	27
Developing	20	24	25	13	18	14	17	26	18	26

Source: ILO calculations based on labour force survey (or similar household survey) data from 114 countries.

and in developing and emerging countries; and 57 per cent of women and 50 per cent of men in developed countries (**table 9**). However, in developing countries, nearly one third of women and one quarter of men have no education. In some sub-regions, the per cent with no education is even higher. In both Southern Asia and sub-Saharan Africa, around 46 per cent of women home-based workers and 25 per cent of men have no

education; in the Middle East and North Africa, 54 per cent of women and 45 per cent of men have no education. By contrast, many home-based workers in developed countries have completed tertiary education: 39 per cent of women and 42 per cent of men.

It is noteworthy that in East and South-Eastern Asia, women in home-based work are better educated than men. In this sub-

region, fewer women home-based workers than men have no education (20 per cent of women in contrast to 31 per cent of men), and more women than men have completed primary education (13 per cent of women and 11 per cent of men), secondary education (54 per cent of women and 49 per cent of men) and tertiary education (12 per cent of women and 9 per cent of men).

Table 9: Home-based workers by education, country income groups, geographic regions and sex: Per cent distribution

	WOMEN					MEN				
	No education	Primary	Secondary	Tertiary	Other	No education	Primary	Secondary	Tertiary	Other
World	27	15	44	13	0	22	13	48	16	0
Developed	2	2	57	39	1	1	6	50	42	1
Europe	1	1	43	53	2	2	1	48	46	3
Asia and the Pacific	1	2	76	22	0	0	2	53	46	0
Americas	4	2	61	33	0	1	15	51	33	0
Developing and Emerging	31	17	42	9	0	26	15	48	11	0
Eastern, Southern Europe and Central Asia	5	9	41	46	0	1	1	57	42	0
Asia and the Pacific	31	15	45	9	0	28	13	49	10	0
Southern Asia	46	17	33	4	0	25	15	49	11	0
East and South-Eastern Asia	20	13	54	12	0	31	11	49	9	0
<i>East and South-Eastern Asia (excluding China)</i>	20	24	45	10	0	18	21	49	12	0
Sub-Saharan Africa	46	25	24	3	2	27	27	40	5	2
Southern Africa	1	6	79	14	0	7	4	83	7	0
Rest of sub-Saharan Africa	47	25	23	2	2	28	29	36	5	2
Latin America and the Caribbean	16	22	44	18	0	14	23	46	17	0
Middle East and North Africa	54	14	29	3	0	45	18	25	11	0

Source: ILO calculations based on labour force survey (or similar household survey) data from 118 countries.

Annex I - Classification of countries/territories by region

Developed countries

Europe & Western Asia

Austria
Belgium
Croatia
Cyprus
Czechia
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Iceland
Ireland
Israel
Italy
Latvia
Lithuania
Luxembourg
Malta
Netherlands
Norway
Poland
Portugal
Slovakia
Slovenia
Spain
Sweden
Switzerland
United Kingdom

Asia and the Pacific

Australia
Brunei Darussalam
Cook
Japan
New Zealand
Republic of Korea
Taiwan (China)

Americas

Chile
Panama
Trinidad and Tobago
United States
Uruguay

Emerging countries

Eastern, Southern Europe and Central Asia

Albania
Bosnia and Herzegovina
Bulgaria
Georgia
Kyrgyzstan
Montenegro
North Macedonia
Republic of Moldova
Romania
Russian Federation
Serbia
Turkey

Asia and the Pacific

Southern Asia
Bangladesh
India
Pakistan
East and South-Eastern Asia
Cambodia
China
Fiji
Indonesia
Lao PDR
Mongolia
Myanmar
Philippines
Samoa
Thailand
Timor-Leste
Tonga

Sub-Saharan Africa

Southern Africa
Namibia
South Africa
Rest of sub-Saharan Africa
Angola
Comoros
Congo
Cote d'Ivoire
Ghana
Mauritania
Mauritius
Senegal
Zambia
Zimbabwe

Latin America and the Caribbean

Argentina
Bolivia (Plurinational State of)
Brazil
Colombia
Costa Rica
Dominican Republic
Ecuador
El Salvador
Guatemala
Guyana
Jamaica
Mexico
Suriname
Venezuela (Bolivarian Rep. of)

Middle East and North Africa

Egypt, Arab Rep.
Jordan
Lebanon
Sudan
Tunisia

Developing countries

Asia and the Pacific

Southern Asia
Nepal

Sub-Saharan Africa

Rest of sub-Saharan Africa
Benin
Burundi
Democratic Republic of the Congo
Ethiopia
Gambia
Guinea
Liberia
Madagascar
Malawi
Mali
Niger
Rwanda
Togo
United Republic of Tanzania
Uganda

Latin America and the Caribbean

Haiti

Middle East and North Africa

Yemen

Annex II

Surveys included: Household surveys (76 countries/territories)

Albania	Labour Force Survey, 2013	Dominican Republic	Permanent Labour Force Survey (Encuesta de fuerza de trabajo, ENFTC), 2018
Angola	Integrated Population Welfare Survey (Inquérito Integrado sobre o Bem-Estar da População, IBEP), 2009	Ecuador	National Employment, Unemployment and Underemployment Survey (Encuesta Nacional de Empleo, Desempleo y Subempleo, ENEMDU), 2019
Argentina	Permanent Household Survey (Encuesta Permanente de Hogares, EPH), 2018	Egypt	Labour Force Survey, 2017
Austria	Labour Force Survey, 2018	El Salvador	Multipurpose Household Survey (Encuesta de Hogares de Propósitos Múltiples, EHPM), 2018
Bangladesh	Labour Force Survey, 2017	Ethiopia	Labour Force Survey, 2013
Benin	Modular Integrated Household Survey (Enquête Modulaire Intégrée sur les Conditions de Vie des ménages, EMICOV), 2011	Fiji	Employment and Unemployment Survey, 2016
Bolivia (Plurinational State of)	Household Survey (Encuesta de Hogares, EH), 2017	Gambia	Labour Force Survey, 2012
Bosnia and Herzegovina	Labour Force Survey, 2019	Georgia	Labour Force Survey, 2018
Brazil	National Household Sample Survey (Pesquisa Nacional por Amostra de Domicílios, PNADC), 2018	Ghana	Labour Force Survey, 2015
Brunei Darussalam	Labour Force Survey, 2014	Guatemala	National Employment and Income Survey (Encuesta Nacional de Empleo e Ingresos, ENEI), 2018 (Q2)
Burundi	Household Survey (Enquête sur les Conditions de Vie des Ménages), 2014	Guinea	Integrated Regional Employment and Informal Sector Survey (Enquête Régionale Intégrée sur L'Emploi et le Secteur Informel, ERI-ESI), 2019
Cambodia	Labour Force Survey, 2012	Guyana	Labour Force Survey, 2017
Chile	National Employment Survey (Encuesta Nacional del Empleo, ENE), 2018	Haiti	Household Survey (Enquête sur les conditions de vie des ménages, ECVMAS), 2012
Colombia	Global Integrated Household Survey (Gran Encuesta Integrada de Hogares, GEIH), 2018	India	Employment and Unemployment Survey, 2018
Comoros	Employment and Informal Sector Survey (Enquête sur l'emploi et le secteur informel, ENESI), 2014	Indonesia	National Labour Force Survey, 2018 (Q3)
Congo	Employment and Informal Sector Survey (Enquête sur l'emploi et le secteur informel, EESIC), 2009	Jamaica	Labour Force Survey, 2014
Cook Islands	Labour Force Survey, 2019	Jordan	Labour Market Panel Survey JLMPS, 2016
Costa Rica	National Household Survey (Encuesta Nacional de Hogares, ENAHO), 2018	Kyrgyzstan	Labour Force Survey, 2017
Côte d'Ivoire	Labour Force Survey, 2016	Lao People's Democratic Republic	Labour Force Survey, 2017
Democratic Republic of the Congo	Employment and Informal Sector Survey (Enquête sur l'emploi, le secteur informel et la consommation des ménages), 2012	Lebanon	Labour Force Survey, 2019
		Liberia	Labour Force Survey, 2010
		Madagascar	National Employment and Informal Sector Survey (Enquête Nationale sur l'Emploi et le secteur Informel, ENESI), 2015
		Malawi	Labour Force Survey, 2013
		Mali	Modular Permanent Household Survey (Enquête Modulaire et Permanente auprès des Ménages, EMOP), 2018

Mauritania	Integrated Regional Employment and Informal Sector Survey (Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel, ERI-ESI), 2017
Mauritius	Labour Force Survey, 2018
Mexico	Labour Force Survey, 2019 (Q2)
Mongolia	Labour Force Survey, 2018
Myanmar	Labour Force Survey, 2018
Namibia	Labour Force Survey, 2018
Nepal	Labour Force Survey, 2017
Niger	Integrated Regional Employment and Informal Sector Survey (Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel, ERI-ESI), 2017
Pakistan	Labour Force Survey, 2018
Panama	Labour Market Survey (Encuesta de Mercado Laboral, EML), 2018
Republic of Moldova	Labour Force Survey, 2018
Republic of Korea	Labour and Income Panel Survey, 2016
Rwanda	Labour Force Survey, 2018
Samoa	Labour Force Survey, 2017
Senegal	National Employment Survey (Enquête Nationale sur l'Emploi au Sénégal, ENES), 2015
Serbia	Labour Force Survey, 2018
Sudan	Labour Force Survey, 2011
Thailand	Informal Employment Survey, 2018
Timor-Leste	Labour Force Survey, 2013
Togo	Integrated Regional Employment and Informal Sector Survey (Enquête Régionale Intégrée sur l'Emploi et le Secteur Informel, ERI-ESI), 2017
Tonga	Labour Force Survey, 2018
Trinidad and Tobago	Continuous Sample Survey of Population, 2016
Tunisia	Labour Market Panel Survey, 2014
Turkey	Labour Force Survey, 2017
Uganda	Labour Force and Child Labour Survey, 2017
United Kingdom	Labour Force Survey, 2018
United Republic of Tanzania	Labour Force Survey, 2014
Uruguay	Permanent Household Survey (Encuesta Continua de Hogares, ECH), 2018
Venezuela (Bolivarian Republic of)	Household Sample Survey (Encuesta de Hogares por Muestreo), 2017
Yemen	Labour Force Survey, 2014
Zambia	Labour Force Survey, 2017
Zimbabwe	Labour Force Survey, 2014

European Labour Force Survey, 2017 (28 countries/territories)

Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland

ISSP 2015 (11 countries/territories)

Australia, China, Israel, Japan, New Zealand, Philippines, Russian Federation, South Africa, Suriname, Taiwan (China), United States

EU Working Conditions Survey, 2015 (3 countries/territories)

Germany, Montenegro, North Macedonia



A home-based worker in Nongchok, Bangkok, Thailand.
Photo by Marty Chen

This brief was prepared jointly by WIEGO and the ILO (INWORK). WIEGO is collaborating with HomeNet International (HNI) on the launch of this new global network.

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Statistical Briefs

WIEGO Statistical Briefs are part of the WIEGO Publication Series. They 1) provide statistics on the informal economy and categories of informal workers in accessible formats at the regional, country and city levels; or 2) describe the methods for the collection, tabulation and/or analysis of statistics. See www.wiego.org/wiego-publication-series.

HomeNet International (HNI) is a proposed global network of membership-based organizations representing home-based workers from, Africa, Eastern Europe & Central Asia, Latin America & the Caribbean, South Asia and South East Asia. The vision of HNI “is for greater visibility and recognition of home-based workers and a strong, united and representative voice on global platforms, where they effectively engage and challenge those who have power over their working lives, such as governments and employers”.

About WIEGO

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global network focused on empowering the working poor, especially women, in the informal economy to secure their livelihoods. We believe all workers should have equal economic opportunities, rights, protection and voice. WIEGO promotes change by improving statistics and expanding knowledge on the informal economy, building networks and capacity among informal worker organizations and, jointly with the networks and organizations, influencing local, national and international policies.

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KEY MESSAGES – GLOBAL HBW STATISTICAL BRIEFⁱ January 2021

- Globally, 260 million women and men produce goods or provide services from in or around their homes: 86% (>224 million) in developing and emerging countries and 14% (>35 million) in developed countries.
- Of the world’s 260 million home-based workers, 147 million (57%) are women, who must juggle their income-earning activities alongside childcare and domestic responsibilities.
- Almost two-thirds (65%) of the world’s home-based workers are in Asia & the Pacific.

<i>Developing and Emerging:</i>	<i>Developed:</i>
Eastern, Southern Europe and Central Asia 2% Southern Asia 26% East and South-Eastern Asia 36% Southern Africa <1% Rest of sub-Saharan Africa 14% Latin America and the Caribbean 6% Middle East and North Africa 1%	Europe 6% Asia and the Pacific 3% Americas 5%

- Around 56% of the world’s home-based workers live and work in rural areas and 44% in urban areas. But the vast majority of home-based workers are engaged in non-agricultural work.
- Home-based workers are employed across all industries and sectors, but the majority work in either Services & Sales or Craft & Trades: especially in developing and emerging countries. Globally, services is the main branch of home-based employment for both men and women.
- Most home-based workers in lower-income countries—as many as 98% in some places—are informally employed: that is, they lack social protection or paid annual and sick leave.
- Among home-based workers, self-employed professionals, teleworkers and digital platform workers are more common in developed and emerging countries; traditional self-employed, industrial outworkers and contributing family workers are more common in developing countries.
- The data in the Brief collected before the COVID-19 crisis show that more than 60% of women home-based workers globally worked more than 35 hours/week to earn income. Those in developing and emerging countries had a longer workweek than those in developed countries.
- In developing and emerging countries, nearly one-third of women home-based workers and one-quarter of men have no education.

ⁱ Source: WIEGO Statistical Brief No.27 (January 2021) drawn from the ILOSTAT Database of 118 countries that have a place of work question in their survey. The data are from the years 2000 to 2019.



We, the members of 60 networks, associations and trade unions of home-based workers, together with nongovernmental organizations (NGOs) and researchers from 24 countries, met in New Delhi on the 8th and 9th of February 2015 at the **Global Conference of Home-based Workers**, jointly organized by HomeNet South Asia (HNSA) and Women in Informal Employment: Globalizing and Organizing (WIEGO).

The term home-based worker is used to refer to workers who carry out remunerated work within their homes or the surrounding grounds. We note despite often being a significant proportion of the workforce that a large majority of us home-based workers, especially women home-based workers, are denied our rights. The International Labour Organization (ILO) Convention, Home Work Convention, 1996 (No. 177); the Kathmandu Declaration of 2000; and the South Asian Regional Plan of Action for Home-based Workers, 2007, urged the identification and recognition of home-based workers, the mainstreaming of home-based workers into national economies, the formulation of national policies for home-based workers, the integration of home-based workers into national and regional markets; and sought to raise our visibility, voice and concerns.

We declare our commitment to supporting, building and strengthening our organizations and gaining recognition, rights and representative voice. In order to improve our lives, we are committed to extending our networking and to building global solidarity. To start with, we have also committed ourselves to an action plan.

After having deliberated on our work and our concerns, we note the following:

- Despite the ILO Convention 177 on Home Work (1996), the Kathmandu Declaration (2000) and various other agreements, a majority of us, the home-based workers, remain unidentified, invisible, unrecognized, discriminated against, voiceless and denied our rights as workers.
- Home-based work is a global phenomenon, found in countries rich and poor, and exists in all sectors of employment, including manufacturing, services and agro-based and food sectors.
- Home-based work is an important source of employment, especially for economically and socially disadvantaged women. The majority of home-based workers are women: 70 per cent in Brazil; 75 per cent in Pakistan; and 88 per cent in Ghana.
- Many home-based workers may be migrants who are particularly vulnerable.
- We contribute significantly to the national and global economies and are linked to the formal economy through value chains and supply chains and local markets.
- We are not generally incorporated into national and global data collection systems or into development agendas and programmes and, thus, we, our work, our contribution remains invisible and unrecognized.
- We have limited access to social security, skills development opportunities, credit and markets.
- For home-based workers, our homes are also our workplaces. But our homes are often of poor quality, lack basic infrastructure services (such as water, sanitation, drainage).
- We are not home-bound. As we have to buy supplies and sell or deliver goods, and therefore incur expenses due to lack of affordable public transport services.

1. In light of the above, we strongly recommend and support the following:

A) Recognition of the following facts:

- i. That there are two basic categories of home-based workers: those who are self-employed and those who are sub-contracted piece rate workers (called home workers). Both categories are impacted by irregular or cancelled work orders and wages, an unreliable supply of raw materials, delayed payments and rejected goods. Moreover, each category of home-based workers have specific challenges that need different types of services and policy support: the self-employed face specific challenges in marketing their products, the sub-contracted face specific challenges in negotiating work orders.
- ii. That the majority of home-based workers are women, and their economic activities contribute significantly to their family income security and to local and national economies. For this and other reasons, home-based workers should be prioritized within poverty reduction and women's empowerment initiatives and programmes of the national and subnational governments.

B) Formulation and implementation of social protection and labour laws and initiatives, based on decent work principles and workers' rights, so that we can have a life of dignity, free from discrimination, poverty and deprivation by:

- i. Recognizing us, the home-based workers, as workers;
- ii. Extending and enforcing labour laws and protections and implementing other supportive laws and regulations appropriate for both the self-employed home-based workers and the sub-contracted homeworkers. These will include:
 - a. The right to fair prices in markets (self-employed), and fair piece-rates (subcontracted);
 - b. The right to secure, transparent contracts – work orders (sub-contracted) and commercial transactions (self-employed);
 - c. Protection from being subjected to poor quality raw materials, arbitrary cancellation of work orders, arbitrary rejection of goods, or delayed payments (both groups but especially sub-contracted);
 - d. The right to labour inspection and complaint resolution mechanisms.
- iii. Supporting our organizations and networks to achieve legal/formal status to enhance access to government and non-governmental services and benefits.

C) Systematic collection of data on number of home-based workers and our contribution to national economies by:

- i. Adopting of the official international statistical definition of “home-based workers” in national labour surveys and censuses or other national data collection systems;
- ii. Ensuring that national Labour force surveys include a question on “place of work”;
- iii. Promoting efforts to measure our contribution to the local economy (cities and villages) as well as national economy and exports.

D) Recognition of rights to freedom of association and collective bargaining by:

- i. Recognizing and supporting strong and vibrant member-based organizations and networks of home-based workers (as per ILO Convention 87);
- ii. Ensuring our participation and voice in the formulation of policies and in monitoring implementation;
- iii. Promoting collective bargaining and formal collective agreements with employers and/or with governments (as per ILO Convention 98).

E) Building better and inclusive markets by:

- i. Investing in skill and technology upgradation and product design and development;
- ii. Promoting financial inclusion including access to bank accounts, savings and affordable credit;
- iii. Undertaking trade promotion measures specific to our products, as a part of the mainstream initiatives and ensuring our participation in local and national government strategies and plans for designing and managing markets meant for home-based workers' products;
- iv. Facilitating research on sector-specific home-based work, with a special focus on women home-based workers in the value chain of production.

F) Formulation of effective local and national policies on home-based workers:

- i. Which will be developed with our participation;
- ii. Which will ensure that adequate budget allocations are in place;
- iii. And, which will include the following, at least:
 - a. Upgrading of the homes of home-based workers which are also their workplaces;
 - b. Minimum wages, fair piece-rates and annual bonuses for homeworkers;
 - c. Skill development (including re-skilling for alternative employment) and appropriate literacy programmes, including financial literacy;
 - d. Social protection, including occupational health and safety;
 - e. Access to credit and livelihood development programmes;
 - f. Access to market and economic resources;
 - g. Support for children's education, especially girls' education, to ensure that they attend school and are not exploited as child labourers;
 - h. Combating of all forms of forced labour, child labour, discrimination and violence based on gender, race, ethnicity or caste groups.

G) Extending social protection schemes and interventions to home-based workers, which will:

- i. Ensure affordable and accessible social protection floors, according to ILO Recommendation R 202, which was almost unanimously adopted in 2012 comprising five essential components: child care, maternity benefits, health insurance, old age and disability pensions;
- ii. Make occupational safety and health an integral component of social protection.

H) Provision of essential urban infrastructure services to home-based workers by:

- i. Improving access to basic infrastructure services to upgrade the home as a workplace;
- ii. Establishing appropriate zoning regulations, allowing for selected commercial activities in residential areas, by residents;
- iii. Providing adequate and accessible transport services for home-based workers, especially for women home-based workers and their raw materials and finished goods;
- iv. Providing good quality, low-cost housing schemes that target home-based workers.

I) Ratification of ILO Home Work Convention, 1996 (No. 177):

- i. Advocate for ratification of Convention 177 by all governments as an essential step towards full recognition and empowerment of home-based workers.

2. We therefore urge:

Organizations of home-based workers and supportive NGOs to raise awareness amongst home-based workers about their status as workers and contributors to the economy; extend their reach nationally and across regions; build global solidarity; raise awareness and advocate for the rights of home-based workers; and ensure access to services, markets and social protection and work towards their empowerment.

Trade Unions to reach out to home-based workers, to include them as members as well as help them to build their own organizations and to advocate for ratification of the ILO Convention No. 177.

The private sector and employers to recognize the existence of home-based workers in value chains and to ensure fair income and social protection; to contribute towards building the capacity and skills of home-based workers; and to facilitate them to move up in the value chain of production in accordance with universally accepted global codes of conduct.

National Governments to recognize the contribution of home-based workers to their family income security and to local and national economies and therefore to prioritize them within poverty reduction and women's empowerment initiatives, to formulate and ensure implementation of national laws and policies for homebased workers, ratify ILO Convention No. 177, include home-based workers in national statistics, facilitate more inclusive markets, recognize home-based worker organizations and networks, encourage collective bargaining and social dialogue and give home-based workers a voice in decisions that affect us.

Regional inter-governmental bodies to recognize the importance of home-based workers as contributors to national economies and to growth, and to address their concerns and give an impetus for their empowerment which would substantially reduce poverty.

International development agencies to recognize home-based workers and include the rights and concerns of home-based workers in their policies and programmes; to support organizations and regional networks of home-based workers to combat exploitation and counter the negative effects of globalization; and support the enforcement of Global Codes of Conduct that put pressure on large corporate buyers to improve conditions of employment for home-based workers.

HomeNet South Asia Group (HNSA) comprises HomeNet South Asia Trust and the Association of Home-based Workers in South Asia. It is the regional network of organizations of home-based workers. It currently has a presence in 8 countries of South Asia. It works towards building regional solidarity among home-based workers, especially women workers, and empowers them to lead a life of dignity that is free of poverty by obtaining decent work and social protection within a rights based framework. HNSA Group strives to make home-based workers and their issues more visible, to ensure secure livelihoods for them and to strengthen their collective voice and organizing efforts in the region. It also advocates for the implementation of national, regional and international policies for home-based workers; inclusion of home-based workers in the existing policies and laws, as well as promotes access to home-based workers' products to local, national, regional and international markets. For more information visit: www.homenetsouthasia.net

About WIEGO: Women in Informal Employment: Globalizing and Organizing is a global action-research-policy network that seeks to improve the status of the working poor, especially women, in the informal economy. WIEGO builds alliances with, and draws its membership from, three constituencies: membership-based organizations of informal workers, researchers and statisticians working on the informal economy, and professionals from development agencies interested in the informal economy. WIEGO pursues its objectives by helping to build and strengthen networks of informal worker organizations; undertaking policy analysis, statistical research and data analysis on the informal economy; providing policy advice and convening policy dialogues on the informal economy; and documenting and disseminating good practice in support of the informal workforce. For more information visit: www.wiego.org.

Kathmandu Declaration 2000

The Kathmandu Declaration for the rights of South Asian home-based workers was adapted by representatives of South Asian Governments, UN agencies, NGOs and Trade Unions ;in a Conference organized by UNIFEM and WIEGO in October 2000 and supported by International Development Research Centre.

The South Asian Meeting on Women Workers in the Informal Economy Sector was participated by the Governments of India, Nepal, Pakistan and Sri Lanka: and by Trade Unions and Non-Governmental Organisations and Bangladesh, who met in Kathmandu on 18-20 October 2000 and resolved as follows:

There are at least 50 million home-based workers in South Asia out of whom around 80% are women. They include own account or self-employed workers as well as those who do work for contractors at piece rate.

While these workers contribute significantly to the National Economy, they are mostly illiterate, invisible, unrepresented, voiceless and are not generally incorporated in the National Development agendas.

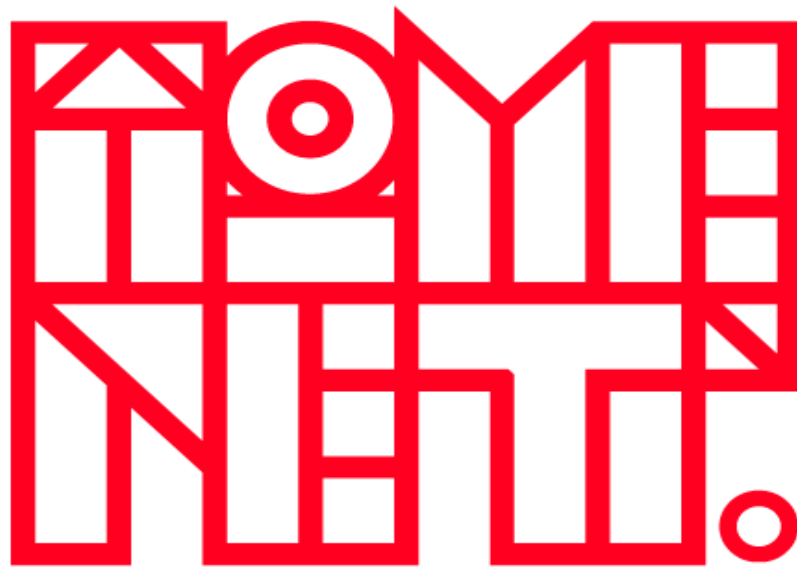
Therefore, in order to bring these home-based Workers into the National Economic mainstream in accordance with ILO convention no.177, the meeting recommended

- 1) Formulation of National Policy on Home-based Workers by each Country
- 2) Minimum protection, which would include right to organize, minimum remuneration, occupational health and safety, statutory social protection, maternity, childcare , skill development and literacy programme
- 3) Access to markets and economic resources including raw materials, marketing infrastructure, technology, credit and information
- 4) Set up Social Funds for home-based workers, which would provide insurance against risks of illness, death, old age accidents, loss of livelihood assets and contingencies as locally required
- 5) Incorporate into official statistics baseline data regarding various categories of workers in the informal Sector
- 6) Urged SAARC to address the issues of home-based workers in the region and take measures to enable them to deal with the risks and opportunities of globalization.

HNI logo options

Affiliates will be able to choose 1 of the following logos:



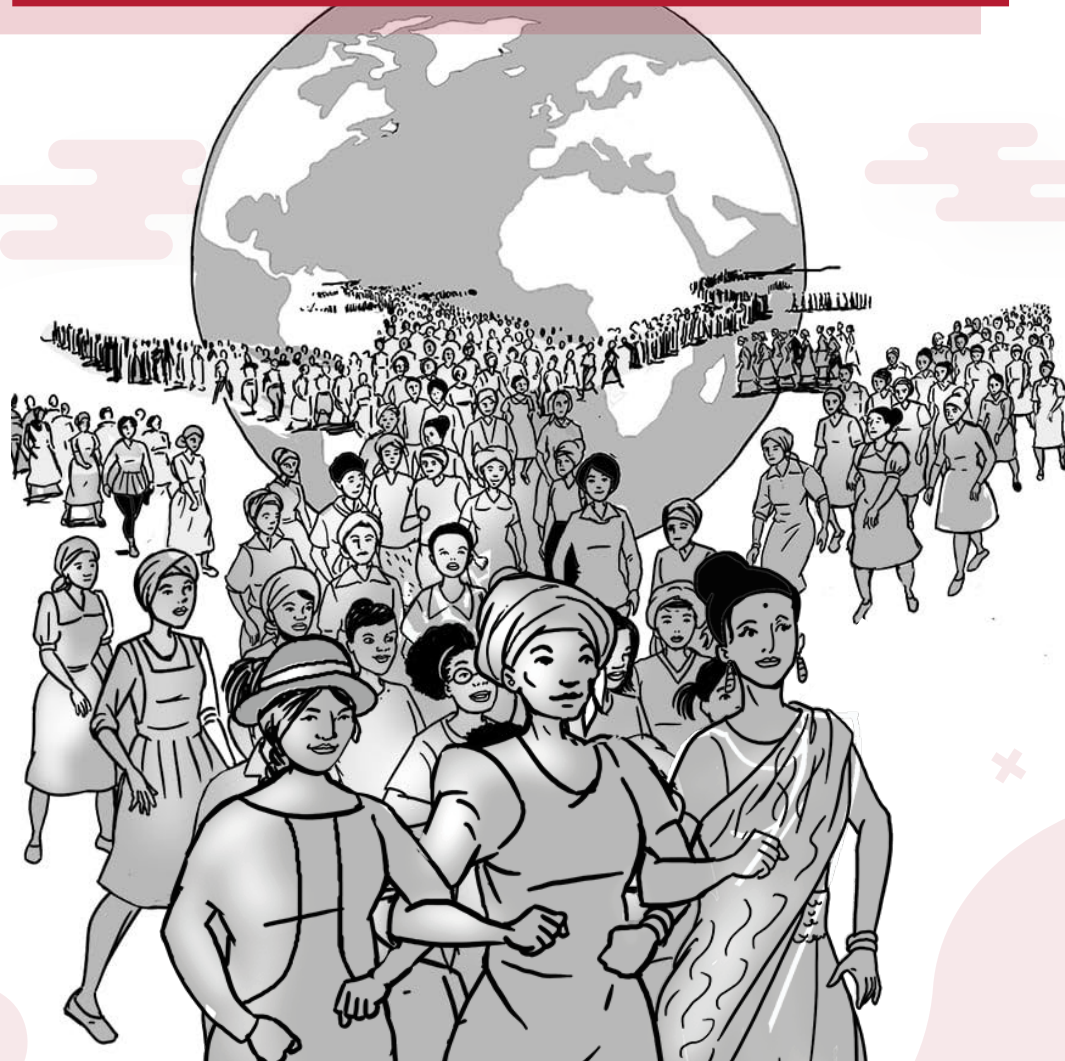


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