



**South Asia Sub-Regional Bipartite  
Knowledge Sharing Workshop  
on Domestic Workers and Home-Based Workers**

**Kathmandu, Nepal  
29-30 November 2017**



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## 1. Introduction

Occupations in the informal economy stand as a primary source of livelihood for women and men in developing countries in the absence of quality jobs in the formal economy. Within the informal economy, women workers are concentrated in jobs with no or low pay and high vulnerabilities. Apart from agricultural employment, a predominant number of women workers in the South Asian sub-region are engaged in domestic work and home-based work (both sub-contracted and self-employed home-based work).

Domestic workers and home-based workers are two different categories of workers but they are often confused and referred interchangeably as they are both female dominated occupations, and share similar characteristics such as workplace being home. The work carried out by women in these sectors are seen as extension of roles/tasks carried out by women without pay, and they are often not recognized as “real” work and remain invisible.

Internationally, domestic workers and sub-contracted home-based workers (or homeworkers) are recognized as workers as seen in international standards. ILO Home Work Convention, 1996 (No. 177) defines home work as work performed by a worker in his or her home or in other premises of his or her choice, other than the workplace of the employer for remuneration, which results in a product or service specified by the employer, irrespective of who provides the equipment, material, or other inputs used. Homeworkers are also commonly called as industry put-out workers or subcontracted home-based workers. The Convention provides that ILO member States should adopt, implement and review a national policy on home work aimed at improving the situation of homeworkers, and that the policy on home work should promote, as far as possible, equality of treatment between homeworkers and other wage earners.

ILO Domestic Workers Convention, 2011 (No. 189) defines domestic work as the work performed in or for a household, and a domestic worker as a person engaged in domestic work within an employment relationship. The Convention provides that ILO member States should take measures to ensure effective promotion and protection of the human rights of all domestic workers. Types of tasks they perform vary. However the work typically includes various household tasks such as cleaning, washing, cooking, and looking after children or other family members who require care.

With continuing efforts by home-based workers’ organizations in promoting decent work and by trade unions in supporting domestic workers to organize to increase their voice and bargaining power, some progress have been made in creating public awareness to recognize them as workers in South Asia. However, they lack the basic protection over working conditions and social protection as workers and they stand as low-paid occupations for women workers. Consequently, they are among the most disadvantaged groups of workers with high incidences of poverty and they struggle to move out of poverty. According to information from workers’ organizations, there are incidences where home-based workers turn to domestic work when there is a lack of demand for their work, and where women work as domestic workers during a particular time of a day, and simultaneously also engage in home-based work at their respective homes to sustain their livelihood.

Although these two sectors provide livelihood opportunities for millions of women in the sub-region, adequate attention has not been given to improve their living and working conditions and the progress varies across countries in the sub-region. The Home Work Convention (C177) and the Domestic Work Convention (C189) are yet to be ratified by countries in the sub-region. The realization of poverty alleviation, gender equality, decent work and sustainable development in the sub-region will not be possible without addressing decent work deficits faced by domestic workers and home-based workers.

In this context, the International Labour Organisation (ILO) Decent Work Technical Team (DWT) for South Asia and Country Office for India in New Delhi, together with the ILO Country Office for Nepal in Kathmandu organised a two-day South Asia Sub-regional Bipartite Knowledge Sharing Workshop on Domestic Workers and Home-Based Workers in Kathmandu during 29-30 November 2017 to strengthen sub-regional solidarity, enhance organizations of these workers and improve regulatory environment and their working and living conditions.

## 2. Workshop Objectives

The specific objectives of the workshop were as follows:

- To have a clear understanding on the definitions and key characteristics of domestic work and home-based work and the need to work towards decent work and the achievement of Sustainable Development Goals 2030.
- To share knowledge on policy level developments and challenges to promote formalization and decent work for domestic workers and home-based workers among countries in the South Asian sub-region.
- To share experiences in organizing and mobilizing domestic workers and home-based workers including challenges, successful strategies and good practices.
- To identify key areas of work to make further progress in supporting formalization and promoting decent work for domestic workers and home-based workers in South Asia.

The Workshop Programme is attached as Annex 1.

## 3. Participants

The workshop was attended by 67 participants (37 women and 30 men), representing government (Labour and Employment Ministry), trade unions, employers' organizations, organizations of/supporting home-based workers and domestic workers from Afghanistan, Bangladesh, India, Nepal, Pakistan and Sri Lanka. HomeNet South Asia provided close coordination support in identifying relevant resource persons to ensure that views of domestic workers and home based workers are represented in the workshop. The List of Participants is attached as Annex 2.

## 4. Summary Proceedings

### Inaugural session

Mr. Prakash Sharma, National Programme Officer, ILO Kathmandu, was the Master of Ceremony (MC). He invited representatives from the ILO, government and trade unions to deliver opening remarks.

In his opening remark, Mr. Richard Howard, Director, ILO Country Office for Nepal in Kathmandu, spoke about the importance of domestic work and home-based work and the issues concerning these category of workers at the current stage of development in Nepal. He further emphasized that the challenges of Domestic workers' (DWs) and Home-based workers' (HBWs) are grounded in the cultural perceptions of each country. Therefore, addressing these challenges calls for a country-specific policy formulation. He also briefly described the new labour law, and the new social security law which had been passed recently in Nepal. As per these laws, all workers are now fully covered, at least theoretically, though challenges remain in implementation. Lastly, he emphasized the critical role of trade unions in organising DWs and HBWs.

Mr. Khila Nath Dahal, President, Nepal Trade Union Congress, Nepal, thanked the ILO for convening this very strategic sub-regional workshop. He mentioned that workers' rights are very important, and in the context of Nepal, 'Decent Work for All' is mentioned in the new constitution. He informed that as per the 2008 Labour Force Survey (LFS), 96 per cent of workers are in the informal economy and that primarily women are working as domestic workers and many children are also part of this sector. He also talked about the recent labour law reform in Nepal and emphasized the importance of supporting effective implementation of the new laws to ensure social security and decent work for all, and particularly for informally employed workers in the Nepalese economy. He also shared that the ratification of C189 is a priority of Nepal trade unions.

Mr. Khondaker Mostan Hossain, Joint Secretary, Ministry of Labour and Employment (MoLE), Bangladesh, spoke mostly about challenges faced by domestic workers in Bangladesh and recognized that the challenges faced by this category of workers are common across all the South Asian countries. He mentioned that Bangladesh has a National Policy for Domestic Workers from 2015, though the country has not ratified ILO Convention No. 189 on Domestic Work. He mentioned that universal social protection is yet to be achieved in Bangladesh due to resource constraints. He emphasized the need of having consolidated efforts to improve working conditions of DWs and HBWs.

Mr. Sher Verick, Deputy Director, ILO Decent Work Team (DWT) for South Asia and Country Office for India, stressed the importance of this sub-regional workshop which provided a good platform to discuss the critical issues and learn from each other's experiences. He talked about the issue of low female labour force participation across South Asia, the issue of informality and persistence of gender wage gaps. He emphasized that gender equality is a key priority for the ILO, and therefore it is critical to deal with the deficits pertaining to domestic workers and home-based workers. He mentioned some of the key issues plaguing these two sectors of work (e.g. lack of recognition, low pay, long hours of work, and poor regulation). He further underlined the importance of expanding social protection to these groups of workers. He said that considerable steps have already been taken, but a lot more needs to be done and hence these deliberations are very important inputs, which will contribute to the formulation of the overall strategy for the welfare of these workers.

Ms. Aya Matsuura, Gender Specialist, ILO DWT for South Asia and Country Office for India, explained the background and objectives of the workshop, highlighting the importance of promoting solidarity to achieve decent work for domestic workers and home-based workers in South Asia. She explained that they continue to receive inadequate attention to access decent work despite the fact these occupations are important livelihood options for women in South Asia. They contribute immensely to the family well-being and national and global economy. However, their contribution is unrecognized and undervalued. She recognized that progress has been made in a number of areas in the past decade, but there was a huge need to accelerate progress. She also presented the findings from the training needs assessment<sup>1</sup> which were used to design various workshop sessions, and explained how the programme for the next two days would respond to some of the needs expressed by the participants.

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<sup>1</sup> The questionnaire was prepared and sent out to the participants using Survey Monkey prior to the workshop. The questionnaire aimed to capture the participants' experience in working in the domestic work and home-based work sectors and their expectations for the workshop. It included questions relating to challenges faced by workers in these sectors, nature of organization, and the challenges in formulating and implementing policies/laws for domestic workers and home-based workers. It also included questions to assess the level of understandings of the key concepts and international labour standards on domestic work and home work.

## Session 1: Understanding domestic work and home-based work

This session was chaired by Ms. Firoza Mehrotra, HomeNet South Asia (HNSA). The session was designed to ensure that the participants have a clear understanding on who domestic workers and home-based workers are, and similarities and differences in terms of challenges in accessing decent work. The session covered the following three topics: 1) International scope, definition and key characteristics, 2) Domestic work and home-based work in South Asia, 3) Defining employment relationships in domestic work and home-based work: an essential step towards formalization.

### 1) International scope, definition and key characteristics

Ms. Claire Hobden, Technical Specialist on Vulnerable Workers (Domestic Work), INWORK, ILO Geneva made a presentation on “What is domestic work?” by covering the following four key areas: 1) how to define domestic work/workers, 2) nature of the employment relationship, 3) working conditions, and 4) levels of informality in this sector. She explained that the first international recognition of domestic workers had come in 2010-11 when the ILO had adopted a convention and recommendation on domestic work. There are 67 million domestic workers across the globe, and the number is continually growing, with women being the majority of workers (80 per cent of domestic workers are women).

She explained how domestic work and domestic workers are defined<sup>2</sup> in the domestic work convention and said that domestic work is not defined based on tasks. She added that the convention does not provide definition of an “employer”. She further emphasized that this sector is characterized by poor working conditions such as long working hours, low/meagre wages, little or no rest time, no contracts, and no or limited legal protection. She also highlighted the informal nature of this sector and explained that 50 million domestic workers are informally employed globally. In this context, she emphasized the importance of supporting domestic workers to formalize to improve their living and working conditions and explained that it is important to understand different dimensions of informality of this sector. She concluded her presentation by saying that transition from the informal to the formal economy is essential for inclusive development and decent work for domestic workers.

Ms. Aya Matsuura, Gender Specialist, ILO DWT for South Asia and Country Office for India made a presentation on “Home-Based Workers: Who they are & how they work”. She shared some photos of home-based workers and explained that they are different from domestic workers, although there are confusions in general due to similarities they share such as their workplace being home and work often considered as some activities done by women. She explained that home-based workers are generally those who work at home, though they may be further divided into a few categories of 1) independent home-based workers (e.g. self-employed), 2) dependent home-based workers (sub-contracted), and 3) employees occasionally performing their work at home. She explained that the category of home-based workers that is the subject of ILO convention 177 and recommendation 184 is the dependent home-based workers who are referred as homeworkers<sup>3</sup> and provided the definitions of home work and employer as per C177. She clarified that independent home-based workers and employees occasionally performing their work at home are outside the scope of C177 and R184.

She then explained that home work is characterized by a number of decent work deficits such as low pay (most often piece-based rate), long working hours, no protection to occupational safety and

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<sup>2</sup> Domestic work: Work performed in or for a household or households. Domestic worker: Person who performs domestic work within an employment relationship.

<sup>3</sup> Home work: Work carried out by a person (referred as a homeworker) in his/her home or in other premises of his/her choice, other than the workplace of the employer, for remuneration, which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs use.

health, job insecurity, no bargaining power, and limited or no legal and social protection. She also explained that the majority of homeworkers are women and children are also often found working. She mentioned that the biggest challenge facing this sector today is to improve the effective protection and safeguard the economic reward for homeworkers. She discussed that C177 and R184 provide guidelines for dealing with these challenges. They clearly recognize homeworkers as workers and give clear directives to promote and protect the rights of homeworkers by laying various obligations and mechanisms for promoting and supervising conditions of employment.

## **2) Domestic work and home-based work in South Asia**

Ms. Suneetha Eluri, National Project Coordinator, ILO DWT for South Asia and Country Office for India, made a presentation on “Domestic work and domestic workers in South Asia sub-region: A situational analysis”. She gave a brief description on the definitions used in South Asian countries for defining and measuring domestic work and domestic workers. She presented the latest available statistics on domestic workers from South Asian countries where data was available. She argued that the data could be an underestimate as surveys may not be able to capture all domestic workers for various factors such as definitions and methodologies used in collecting data. Therefore she argued that having clearer operational definitions may be required to better capture domestic workers in surveys. She added that having a common definition across South Asia is certainly helpful in comparing data among countries.

She then described the working conditions of domestic workers in South Asia. She explained that domestic work is mostly done by women from historically and socially marginalized communities in South Asia. Domestic workers lack legal recognition as workers in South Asian countries, therefore lack access to social security and are not covered under minimum wage legislation. They are also vulnerable to abuse and violence including sexual harassment. She emphasized the importance of recognizing domestic workers as workers and shared information from Bangladesh and India where they have made progress in this regard. Bangladesh adopted a Domestic Workers’ Protection and Welfare Policy 2015, and India has a draft National Policy for Domestic Workers which has been waiting for cabinet approval since 2011.

Next presentation was on “Home-based work in South Asia” by Ms. Janhavi Dave, International Coordinator, HomeNet South Asia, which is a network of home-based worker organizations in the South Asia region. It has 60 members from Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka. After a brief explanation on who home-based workers are and how their work is measured based on extensive experiences of HomeNet South Asia from different South Asian countries, Ms. Dave explained key differences between home-based workers and domestic workers in terms of place of work (e.g. home-based workers work in their own home, while domestic workers work in the house of their employer), and remuneration (e.g. home-based workers are paid piece-rate, while domestic workers are wage workers). She also noted that domestic workers are better organized than home-based workers. Both domestic workers and home-based workers have been advocating for the ratification of C189 and C177, though no South Asian countries has succeeded so far. She concluded her presentation by referring to the home-based workers’ collective demands for having a national policy for home-based workers, inclusion of home-based workers in existing programmes and schemes, inclusion of home-based workers in trade union activities (organizing, advocacy, etc), and extending company code of conduct to home-based workers.

### **3) Defining employment relationships in domestic work and home-based work: An essential step towards formalization**

Professor Kamala Shankaran, Vice Chancellor, Tamil Nadu National Law School, India, started her presentation by explaining the essential differences between an 'employee' and a 'worker'. Labour laws define and hence focus on employees and the employment relationship. Therefore, labour laws in reality tend to exclude all those who are not employees, those in disguised employment relationships (e.g. sub-contracted homeworkers), or those who do not fit the traditional images of employees (e.g. domestic workers). Due to the informal nature of how work is done and remunerated, establishing an employment relationship between the employer and the worker has not been straightforward in the cases of domestic workers and home-based workers. Referring to the ILO's Employment Relationship Recommendation (No. 198), 2006, she emphasised the importance of having a national policy which effectively establishes an employment relationship and distinguishes between employed and self-employed workers.

She then explained issues concerning domestic workers' law such as the need to recognize different types of domestic workers and their vulnerabilities (e.g. live-in (full-time), live-out (part/full-time with single or multiple employers), migrant women workers, child labour, etc), the need to recognize and correct undervaluation of work, the need to protect workers from violence, unfair treatment and indecent working conditions, and the need to mobilize public support for having a legislation in place by addressing social, political and patriarchal resistance. She also presented good practices in promoting decent work for domestic workers. For example, recruitment agencies of domestic workers can play an important role in promoting the use of written contracts to clarify employment terms and conditions such as working hours, rest periods, tasks, leave days, and remuneration. The recruitment agencies can also support the development of mechanisms for addressing grievances.

For home-based workers, she argued that the conditions of work (e.g. work hours, measures to promote occupational safety and health of workers, etc) should be regulated, and wages should also be inclusive of costs related to work (e.g. electricity, water, workspace, etc). She also underlined the importance of extending social security to home-based workers by creating a system of collecting contributions from relevant parties.

#### **Session 2: Formalization domestic work and home work for decent work: setting benchmarks**

This session was designed to improve the participants' understanding on ILO Recommendation No. 204 on the Transition from the Informal to the Formal Economy (2015), and how R204 can be applied to promote decent work for domestic workers and home-based workers. The session was chaired by Prof. Kamala Sankaran.

In her presentation on domestic workers, Ms. Claire Hobden explained that R204 provides extensive legal and policy framework and hence can be regarded as an all-encompassing tool for formalizing the informal economy. R204 recognizes the fundamental rights of workers and outlines the policies and regulations required for the creation of decent jobs, while helping to increase incomes and strengthen workers' access to social protection. Highlighting that decent work deficits are more pronounced in the informal economy, she argued that the transition from the informal to the formal economy is essential for inclusive development, and emphasized on the active role of workers and employers' organizations to support the transition to formality.

For domestic workers, she highlighted that there are different dimensions and drivers of informality and referred to ILO Domestic Workers Convention (No. 189), 2011 as a tool for formalizing domestic workers. She discussed various formalization strategies such as awareness raising, extension of

regulatory coverage to domestic work sector, implementation of deterrent approach (labour inspection, penalties, criminal sanctions, etc.), simplification of compliance to reduce transaction costs, capacity building and strengthening of domestic workers organisation, and promotion of collective bargaining.

Ms. Aya Matsuura made a presentation on “Promoting decent work for homeworkers: Integrated approach to formalization”. Referring to the significant number of home-based workers in South Asia, she emphasized the importance of having a legal recognition of home-based workers as workers and working towards extending social protection. Given the large decent work deficits in the home-based work sector, she also highlighted the need for an integrated approach to address negative aspects by supporting home-based workers in various aspects such as improving awareness on workers’ rights, increasing representation, voice and decision-making power through organization and capacity building, and improving home-based workers’ access to education and training, and ensuring occupational safety and health. She also mentioned that it is important to ensure that interventions are comprehensive and tailored to address negative aspects of both independent home-based workers and sub-contracted home-based workers considering that workers are commonly engaged in both types of home-based work to maintain their livelihoods.

### Session 3: Policy frameworks towards improving working conditions of domestic workers

This session aimed to review background, challenges and strategies that different countries adopted in improving policy and regulatory frameworks to promote decent work for domestic workers based on specific experiences from Bangladesh, Pakistan and India. There were three panellists and each panellist shared background that led to the development of a policy/regulation on domestic workers, and information on how the policy/regulation has been implemented including difficulties and successes. Ms. Amelita King Dejardin, former ILO official and independent consultant, chaired the session and Ms. Claire Hobden joined the panel as a discussant.

Mr. Khondaker Mostan Hossain, Joint Secretary, Ministry of Labour and Employment, Bangladesh, presented about the Domestic Workers’ Protection and Welfare Policy adopted in 2015. It was for the first time in the history of Bangladesh that domestic workers were recognised by any policy/legislation to ensure decent working conditions for these workers. He stated that this policy was adopted after a wide range of consultations with the social partners, and adopting this policy was a milestone. With regards to the implementation of this policy, the government is committed to introduce a monitoring and control mechanism to protect the rights of domestic workers and a central monitoring cell, chaired by the labour minister, has already been constituted. This cell is comprised of various ministries and departments, representatives of employers, workers (including domestic workers forum), and NGOs and civil society members. There are various awareness raising programmes and the Labour Ministry is also working towards having an effective helpline system in place to assist domestic workers.

Ms. Ume Laila Azhar, Executive Director, HomeNet Pakistan, gave a background of how different provinces, after the 18<sup>th</sup> constitutional amendment to decentralize governance, have adopted exclusive policies or laws on domestic workers. She mentioned that informal sector is an excluded sector, comprising workers such as home-based workers, domestic workers, street vendors, and brick kiln workers. She explained that the issue of informality and home-based workers have been discussed for a long time, while the discussion on domestic workers came into discourse only after the adoption of C189 and R201 in 2011. Several serious incidences of violence against domestic workers during 2013-14 also prompted the Supreme Court to direct the government to take actions for the protection of domestic workers. She informed that the province of Punjab had adopted a policy on domestic workers in 2015 and has presented a bill to make a law to cover domestic workers. The governments

of Sindh and Baluchistan are working towards bringing a law for domestic workers directly instead of having a policy. She shared various challenges for the implementation of the law such as establishing mechanisms for registering domestic workers and receiving and addressing grievances, organizing domestic workers, creating awareness on the law among domestic workers and employers, building institutional capacity for labour inspection, and establishing and enforcing application of minimum wages for different types of domestic workers.

Ms. Lissy Joseph, National Platform for Domestic Workers, India, shared that informal/unorganized sector workers have been mostly excluded from any legislative protection since existing labour legislations in India generally attended to the needs of the organized sector workers only. Although there has been a long time demand from domestic workers' organizations and trade unions for a comprehensive law on domestic workers, the discussion on having a policy for domestic works was initiated by the government only after the discussions on having international standard (s) on domestic workers had started at the international level, which subsequently resulted in the adoption of C189 and R201 in 2011. While a draft policy on domestic workers has existed for the past nearly 10 years, it is yet to be adopted and it was believed that there is a lack of political will for the protection of rights of domestic workers and women workers in particular. She also shared that a comprehensive legislation on domestic workers had been drafted and presented to parliament in 2016, though it had not been passed. At the state level, there are 15 states in India that have extended the minimum wage ordinance to domestic workers (wage rates differ substantially across these states), and 3 states that have established a welfare board for domestic workers. For promoting decent work for domestic workers, she underlined the importance of having a minimum wage floor and a grievance mechanism for domestic workers where they could register their complaints in cases of non-payment or payment of wages below the minimum wage. She also shared that organizing women domestic workers remains the biggest challenge and skilling domestic workers, educating the workers about their rights is essential so that they could avail the facilities once legislation was in place.

Ms. Dejardin thanked the panellists for their presentation and added that Nepal has recently enacted a new labour law in 2017 which recognized informal economy workers as workers. She then invited Ms. Hobden to give a few remarks as a discussant. Referring to the challenges shared by the panellists, she shared that it is important to continue working with a wide range of stakeholders to build alliance and reach consensus on the need to protect domestic workers by improving legislative framework. She highlighted the importance of having evidence-based data available and ensuring voice and representation of domestic workers in any decision-making processes that affect them.

#### Session 4: Policy frameworks towards improving working conditions of home-based workers

This session aimed to review progress and challenges in improving policy and regulatory frameworks to promote decent work for home-based workers in South Asia. There were three panellists from Bangladesh, Pakistan and India. The session was moderated by Ms. Firoza Mehrotra, HomeNet South Asia, and Ms. Aya Matsuura was the discussant.

Ms. Ume Laila Azhar, Executive Director, HomeNet Pakistan shared experience from Pakistan, currently the only country in South Asia, that has a policy on home-based workers in Punjab province and Sindh province. She explained that civil society organizations had taken the lead in Pakistan for supporting the informal workers and advocating to have the policy on home-based workers in two provinces which had taken over 10 years. When the process had started for having a policy on home-based workers, it had been predominantly supported by the Federal Ministry for Women Development, as home-based workers were predominantly women workers. After the policy had been formulated at the federal level, it had been handed over to the Labour and Human Resource Ministry in 2009. The policy had remained with them for the next two years, and in 2011, the advocacy

for having a national policy for home-based workers had begun at the macro level, and the task of organising the home-based workers had been undertaken at the micro level with the support of the ILO. The labour department had then finalised the draft policy in a tripartite mechanism, and the subject had been devolved to the provinces due to decentralization. Then once again the process was initiated with the provincial governments. Punjab government agreed to adopt the draft policy that had been prepared at the national level. The Chief Minister formed the council for home-based workers, and the council formulated a draft policy and legislation on home-based workers within three months. Simultaneously, Sindh government initiated the process with the formation of a Taskforce. After one year, the Task force finalized the draft policy and was sent for cabinet approval. Eventually after waiting for two and a half years and as a result of adoption of different strategies and collective lobbying, the policy was approved by both the Provincial governments. Other provinces (Balochistan and Khyber Pakhtunkhwa) are also now finalizing the policy on home-based workers. She emphasized that CEDAW concluding observation was the main force which pushed the Pakistan government to have a policy on home-based workers. She shared that the biggest challenge is to reach consensus on the definition of home-based workers. Both the provinces have different definitions of home-based workers. There are also challenges with regards to the organization of home-based workers, establishment and enforcement of minimum wages, and promotion of occupational safety and health and skills development for home-based workers. She lastly mentioned that gaining a greater political commitment and including labour issues in the priority of the government remains a challenge.

Ms. Janhavi Dave, International Coordinator, HomeNet South Asia (HNSA), shared the situation from India that has a very large number of home-based workers which is estimated to be 37.4 million workers according to the latest available Labour Force Survey (2011-12) by the National Sample Survey Organization (NSSO). The number is considered to be an under-estimate. She explained that while India does not have a specific policy for home-based workers, home-based workers are covered by two legislations, namely, the Unorganized Workers' Social Security Act (2008) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act (2013). She then shared the history of grappling with making a policy for home-based workers in India which had been initiated in 2003 when Self-Employed Women Association (SEWA), UN Women and HomeNet South Asia had conducted a regional workshop. In this workshop, SEWA presented the first draft of the national policy for home-based workers in India which had been drawn upon by other countries, namely Pakistan, Sri Lanka and Nepal, while drafting their own policy for home-based workers.

In 2007, Women, Work and Poverty Conference was organised, where government representatives from Pakistan, Bangladesh, Nepal, Sri Lanka and India supported the formulation of the national policy on home-based workers. They also prescribed some of the key components of the policy such as the issue of social protection, access to market, and voice and governance. In 2008, HNSA conducted state-level workshops in Bihar, Rajasthan, Uttar Pradesh and Odisha to discuss and identify what should be included in the policy. Another workshop was also organised in the same year, where comparative models were discussed. In 2015, Women in Informal Employment, Globalizing and Organizing (WIEGO) and HNSA organized a global conference of home-based workers and the Delhi Declaration of Home-Based Workers was adopted. In 2016, WIEGO and HNSA marked the 20<sup>th</sup> anniversary of ILO Convention on Home Work (No. 177), 1996 and Recommendation on Home Work (No. 184), 1996 and advocated to address the issues of home-based workers urgently, and HNSA prepared a draft policy on home-based workers in March 2017 with the aim of empowering home-based workers, particularly women home-based workers. The draft policy included provisions to recognize home-based workers as workers, ensure workers' rights for home-based workers including the right to organize, recognize and prioritize home-based workers in poverty reduction and women empowerment strategies, programmes and statistics, support organization of home-based workers and formal recognition of these organizations, support participation of home-based workers and their organizations in decision-making processes, survey and monitor the number and skills levels of home-

based workers, and promote home-based workers' access to various schemes, skills and training opportunities. The draft policy also promoted social protection (e.g. health care, child care facilities, occupational safety and health, finance for housing, basic literacy and numeracy, etc). Special focus on self-employed home-based workers was also included in terms of access to finance, raw materials, and market, and tax/duty exemptions. For promoting and protecting the rights of sub-contracted home-based workers, the draft policy included guidelines to map global and local supply chains, maintain work records and passbook to be kept by both parties, and establish dispute settlement mechanism. Ms. Dave lastly shared that it has been challenging to push for a policy for home-based workers in India due to weak bargaining power by home-based workers' organizations, limited support from mainstream trade unions, lack of political will and a variety of implementation challenges.

Ms. Arifa As Alam, Labour at Informal Economy, Bangladesh, explained that Bangladesh is yet to have a policy. She first explained that her organization is a non-profit organization which has 10,000 members including 3,500 home-based workers. In Bangladesh, the number of home-based workers is estimated to be 2 million as per the Labour Force Survey of 2010, and the working conditions of home-based workers are similar to those in other countries in the sub-region. She informed that the Bangladesh Home-Based Workers Rights Network had been established in December 2016 by trade unions, human rights organizations, and NGOs that had been collectively working to protect and promote the rights of home-based workers. The network has 6 institutional members and Labour at Informal Economy is the secretariat for the next two years. The network is now forming a platform to advocate and lobby for home-based workers and in contact with major federations in Bangladesh to mobilize their support to include home-based workers' issues in their mandate and to facilitate the process of making a policy/law for home-based workers. She mentioned that the biggest challenge is the lack of funds for organizing home-based workers. Ms. Alam stated that Bangladesh is now moving forward in formulating a policy on home-based workers, considering all the important dimensions such as employment relationship, working conditions and minimum wages, occupational safety and health, social protection, child care, complaint mechanism, and rights of home-based workers as workers.

During the question and answer session, some participants raised that it is important to keep in mind the large diversity that exists among home-based workers when fixing minimum wages for home-based workers. A representative from Sri Lanka also made an intervention and shared that while dated laws/legislations and Industrial Dispute Act provide framework for including domestic workers and home-based workers, Sri Lanka does not have a specific policy on home-based workers. It was added that major trade unions are yet to take up the issues related to home-based workers. Lastly, Ms. Matsuura as a discussant referred to common challenges shared by countries and mentioned that mobilizing the support of central trade unions, general public as well as wider stakeholders is critical in having a policy or law in place for home-based workers.

#### Session 5: Conversation between moderators of two policy sessions (Sessions 3 and 4)

The objectives of this session were to synthesize and share with the participants the main points and learnings from sessions 3 and 4, exchange views on points of convergence and divergence between domestic workers and home-based workers in terms of policy/regulatory issues, and share views on issues where actions/measures might be the same, and issues where different actions/measures are called for. The session chair was Ms. Kiran Moghe, Centre for Indian Trade Unions (CITU).

Ms. Moghe mentioned that informality is widespread in South Asia, and both home-based workers and domestic workers make the large part of workers in the informal economy where they work with no or limited protection. She further mentioned that the gender aspect of both of these sectors is

very critical, therefore, it is important to see if there are any points of convergence between these two sectors to make further progress in promoting decent work for these workers.

Ms. Amelita King Dejardin stated that there are both similarities and differences between domestic workers and home-based workers (both independent and dependent home-based workers). Similarities include 'home' being the workplace and disguised or denied employment relationship for both categories of workers. She mentioned that gender, class and caste characteristics are also common across these sectors, and that these people have historically been marginalized in societies and excluded from the protection of workers' rights. Then she referred to differences between the two sectors which included the production processes and the nature of employers. She argued for the need to change our conception of work and employment and firmly establish that home is also the workplace when it comes to domestic workers and home-based workers. This change needs to be reflected in labour laws to ensure that laws are extended to domestic workers and home-based workers. She explained that this may be achieved through making a policy or a law. While a policy is good for clarifying the government's intent and directions, a law is usually required to support the implementation of the policy by regulating working conditions. Keeping in mind that policy has its limitations, law reform process usually takes a very long time, and law implementation can face lots of challenges, she advised to avoid placing too much dependency on government and emphasized that workers need to be organized to sustain political pressure. Since the workers in these two sectors are mainly from marginalized social and community groups, she mentioned that there can be alliances between the two sectors especially in the areas of formulating/reforming laws/policies, sustaining advocacy and increasing statistical visibility of domestic workers and home-based workers.

Ms. Firoza Mehrotra talked about the points of convergence between the two sectors. She said self-employed home-based workers, sub-contracted home-based workers, and domestic workers need recognition as workers. She also added that all of these workers need social protection and labour protection. It is equally important to establish the employer-employee relationship in these sectors. She also stated that workers need to identify themselves as workers, so that they can pave ways to organize and advocate for their rights. She asserted that separate policies are needed for home-based workers (self-employed and sub-contracted home-workers) and domestic workers, however, home-based workers and domestic workers could work together to advocate for their issues and demand support from mainstream trade union organizations. She also added that demanding public amenities and child care facilities could be an important part where two sectors come together. She referred to the complexity and multiplicity of workers and complete opaqueness of the sub-contracted home-based workers and underlined the need to document how supply chains work to bring clarity on how sub-contracted home-based workers operate. She talked about the importance of workers' participation in the political processes and mentioned that domestic workers and home-based workers can come together to strengthen their representation and voice when approaching authorities. She lastly shared a suggestion to set up '*commission for informal workers*' to support the implementation of R204.

Following the interventions by the two moderators, several participants also shared their views. A representative of the government of Afghanistan shared that the government is trying to develop policies for domestic workers and home-based workers. Ms. Vahitha Parveen Ismail, Secretary, AITUC-Tamil Nadu, shared challenges in organizing domestic workers and home-based workers and stated that further efforts are required to build alliances between the two sectors of workers based on SWOT analysis. Prof. Shankaran shared that the introduction of the Goods and Services Tax (GST) Act in India can provide an opportunity to give clarity to value chains in terms of providers of work to home-based workers. She also added that alliance and functional network building between domestic workers and home-based workers should be considered across south Asian countries.

## Session 6: Recap of the first day and interaction with government officials followed by open discussion

Mr. Sher Verick facilitated this session and started by giving a review of the issues discussed on the first day of the workshop. He mentioned that challenges pertaining to domestic workers and home-based workers are grounded in the cultural perceptions of each country. He said that policy processes for domestic workers and home-based workers take a long time in each country and require a sustained political pressure and technical support. He also mentioned that there are institutional challenges. He said that we need to change the concept of work beyond work at enterprise/factory, and identify 'home' as a workplace. He stated that there is clearer shared understanding of definitions of domestic workers and home-based workers, employer-employee relationship, and distinction between a worker and an employee among the participants. In this context, it is critical to change the concept of labour to ensure that those working outside of the traditional setting of enterprises are also included. He referred to the discussion on extending social protection to domestic workers and home-based workers and talked about resource constraints. He further mentioned about the need for accurate data which is critical for the visibility of both domestic workers and home-based workers. He also highlighted the key role that trade unions can play in bringing these two sectors of workers together and supporting the transition from the informal to the formal economy to access decent work based on the areas of possible alliances identified on day 1.

Mr. Noor Zaman, Senior Joint Secretary, Ministry of Overseas Pakistanis & Human Resource Development, Pakistan, shared the situation of domestic workers and home-based workers in Pakistan. He mentioned that these workers are not captured in surveys, however, awareness on domestic workers have recently increased in general public with the incidences of violence against domestic workers spread via social media. He explained that although government announces minimum wages every year for unskilled workers that include domestic workers, domestic workers are not paid according to the announcement. He stated that there have been attempts by the labour department to regulate these two sectors and that initiatives such as this workshop are very useful platform in discussing vital issues and providing inputs to the formulation of policies. He emphasized that government is committed for the welfare of these workers who are vulnerable but play a vital role in the development of the country. He also said that social media plays an important role in bringing the issue of violence against these workers in mainstream society. He mentioned that Punjab and Sindh provinces have adopted policies on home-based workers and domestic workers, though there is no law. He further explained the process of ratifying conventions in the government with a view to supporting trade unions and civil society to better strategize plans to advocate for the ratification of C177 and C189.

Mr. Mukhtiar Ahmed Mallah, Deputy Secretary, Labour & Human Resource Department, Government of Sindh, Karachi shared that Sindh government has notified the policy on home-based workers. Currently a draft bill on home-based workers has been prepared and vetted by relevant ministries and is expected to be enacted within a few months. He further informed that 14 new labour laws have been developed by the province of Sindh through tripartite consultative process, and occupational safety and health bill has been passed in December 2018.

Mr. Ravindra P. Deshpande, Bharatiya Mazdoor Sangh (BMS) said tripartite system should be in place also at the state level to facilitate the process of making laws and policies. Trade unions should be united to take part in the tripartite system and advocate for the rights of domestic workers and home-based workers. He said that the ILO should work together in the process so that the government can better facilitate the tripartite process.

Mr. Ismail Sutter, Member, Employers' Federation of Pakistan (EFP) Board, President of Lasbella Chamber of Commerce and Industry, encouraged the participants to visit Pakistan to learn how Pakistan developed policies on domestic workers and home-based workers.

Ms. Ume Laila Azhar, Pakistan, requested the ILO to consider working beyond the tripartite partners since issues of informal economy workers, particularly home-based workers and domestic workers have rarely been included in the agenda of the tripartite partners. She said the workers' movement has slowed down over the years, and other organizations such as civil society organizations working on informal economy workers' issues should be engaged to strengthen the workers' movement.

Mr. Satish Shankar Anand, President- HR, Hindalco Industries Limited, representing All India Organization of Employers (AIOE), referred to an earlier experience where there was a discussion to include home-based workers in the minimum wage schedule and employers' organizations was in support of that discussion. However, trade unions did not have sufficient interest. He stated that enhanced support from trade unions could be beneficial.

### Session 7: Trade union organization and collective actions towards improving working conditions of home-based workers

Ms. Prabha Pokhrel, Chairperson, Home-based Workers' Concern Society, Nepal, moderated this session which aimed to share achievements, challenges, and successful strategies in organizing home-based workers and improving their living and working conditions through collective action. Representatives from Pakistan, India, Bangladesh, and Nepal shared their experiences.

Ms. Saira Feroz has been working as a home-based worker since she was six years old and she is also the Finance Secretary, Home-based Women Workers' Federation, Pakistan. The organizing work of the federation is mainly led by three members who occupy leadership roles. The initial strategy for organizing home-based workers was to go door to door for reaching and organizing home-based workers. However, home-based workers were sceptical and employers/middleperson/contractors would not talk to them. Therefore, they decided to change the strategy and they now apply a snow ball methodology to reach and organize home-based workers by identifying potential members from among the acquaintances of the existing federation members. Once potential members are identified, they organize area meetings and study group on gender and gradually train them on organizing and collective action. Overtime, these newly trained women become active and gain trust in the community and they are able to attract more women to join the federation. Over the years, there have been many successful cases where they strengthened their negotiation power and were able to negotiate successfully with contractors/employers to improve wages for home-based workers. She also shared about successful cases where value chains have become more transparent and favourable for home-based workers by eliminating layers of middle persons. They have also developed a good relationship with employers who now approach them directly for work as they know the work done by the federation members is of good quality. Acknowledging the good progress in having the policy on home-based workers in place after 10 years of struggle, she shared that their next step is to get the law enacted and file a petition for the ratification of C177. She added that the federation is building a website on sexual harassment since the Sexual Harassment Bill (2010) is not yet implemented.

Ms. Indira Garternberg, Strategy Advisor, LEARN Mahila Kamghar Sanghatana, India, introduced that Labour Education and Research Network (LEARN) is a Non-Governmental Organization in Mumbai dedicated to mobilizing women informal economy workers in the urban slums of Maharashtra since 2008. LEARN has so far supported the organization of women workers in 4 cities. She stated that of all the informal economy workers, organizing home-based workers is the most challenging task, and awareness raising is critical in organizing home-based workers. Home-based workers generally face a

number of challenges including low piece rates, but she shared that non-payment or delayed payment of wages is a biggest issue. She explained that home-based workers are not able to stand up against middle-persons in such scenarios because of their weak social and economic status. In these communities, there were clusters of women where they share information to help each other. LEARN identified and utilize these clusters to organize home-based workers. She explained that mapping of home-based workers is an important first step in organizing them.

Once women home-based workers were organized, they identified a number of issues such as child labour, need for child care, health issues such as eye irritation coming from no light in the evening, and tensions in the family stemming from meagre wages and long working hours during the busy season. In response, LEARN supported and established a child care centre and it is now used by many women home-based workers. These home-based workers were also able to see the benefits of organizing by acting collectively and they have been successful in achieving their goals by going on a strike. She highlighted that organizing is a powerful process for the urban poor to create identify as a woman worker and promote solidarity. She added that many home-based workers during the lean periods also work as domestic workers.

In terms of areas of convergence between domestic workers and home-based workers, she shared examples where domestic workers and home-based workers had come together in solidarity to stand for each other's cause, with a slogan of "Today I stand for them, tomorrow they stand for us". For example, domestic workers have access to family insurance through a domestic workers' welfare board. Home-based workers obtained information about family insurance from domestic workers, and they also advocated for family insurance for home-based workers.

Ms. Quazi Baby, Board Member, Coalition of Urban Poor, Bangladesh, mentioned that their organization is supporting the slum dwellers and the urban poor to mobilize and organize. She explained that most women are engaged in home-based work though the work is often seasonal. She shared that these women also face problems of low levels of earnings without any guarantee of minimum wages, long working hours, indecent working conditions, absence of direct contact with the employer, lack of unity among home-based workers, and lack of access to market and support services. Home-based workers are least organized and they are not aware of their rights. Bangladesh does not have a policy on home-based workers. The Coalition of Urban Poor has been running a campaign on supply chains and working with relevant stakeholders to promote healthy working environment for home-based workers which is essential for home-based workers to produce good products for local and international markets.

Mr. Chandra Sagar Lama, President, Home Workers Trade Union of Nepal (HUN), Nepal, informed that they are the largest trade union of home-based workers in Nepal. HUN has been working for both home-based works and domestic workers. HUN found that the majority of workers are women and they face multiple challenges. The major challenge is to recognize these workers as workers and organize them. HUN works to sensitize these workers on their rights and support them in addressing issues concerning their day to day lives. For example, HUN has arranged health schemes for its members in collaboration with the local hospitals. They also provide financial support for chronic ailment of home-based workers. He also shared that HUN has been negotiating with the government to register both domestic workers and home-based workers and advocating for the ratification of C177 and C189. He stated that HUN would like to strengthen organization of these workers at federal, state and community levels.

## Session 8: Trade union organization and collective actions towards improving working conditions of domestic workers

Ms. Sonia George, State Secretary, SEWA - Kerala, India, moderated this session on strategies, progress, achievements and challenges in organizing domestic workers. Four panellists from Pakistan, India, Bangladesh, and Nepal presented their experiences.

Ms. Hamida Khatun, Assistant Women Affairs Secretary, Central Executive Committee, Bangladesh Jatiyatabadi Sramik Dal (BJS), Bangladesh, started by discussing the number of domestic workers in Bangladesh. She stated that while some estimate to have 9 million domestic workers in Bangladesh, the estimate by the Labour Force Survey shows the number to be 2 million only which is a gross under-estimation. She explained that as high as 83 per cent of the domestic workers are women and there are also many children working as domestic workers. As in other countries, domestic workers in Bangladesh face a number of challenges including long work hours, low wages (as low as USD60 per month), no job security, no social and labour protection, and absence of complaint and monitoring mechanisms. She stated that domestic workers' issues are part of the priority issues of her trade union and they have been working to organize domestic workers and understand the number and working conditions of domestic workers. They have been also advocating for the ratification of C189 and the proper implementation of the 2015 Domestic Workers Protection and Welfare Policy.

Ms. Arooma Shahzaad, Pakistan Worker's Federation (PWF), Pakistan, explained that they are the largest federation of workers in Pakistan and they organize both domestic workers and home-based workers. She mentioned that the introduction of C189 has generated a lot of debates in Pakistan with regards to the rights of these workers and other informal economy workers. PWF registered a domestic workers' union in 2014, with a membership base of 2,000 across three cities. She shared that the federation has developed a tripartite body to address various issues faced by domestic workers such as different wages across different localities and lack of minimum wages. As a result, the federation members have a sense of protection and a greater realization of their rights. The federation also arranged a skills development programme for domestic workers with a stipend and a pick and drop facility. She shared that the federation plans to grow further to establish themselves as a national union of domestic workers.

Ms. Vahidha Parveen Ismail, Secretary, All India Trade Union Congress (AITUC) – Tamil Nadu, India, mentioned that they are the oldest trade union federations in India. She explained that organization of domestic workers had started when AITUC had stepped in to support people who had agitation due to resettlement. Many of those people turned out to be domestic workers and AITUC started educating them about organizing and their rights as workers which eventually led to the formation of a trade union for domestic workers in Tamil Nadu in 2008. She shared that strategies for organizing domestic workers included awareness raising and education on collective bargaining, rights to organize, and leadership skills, and engaging them in discussing issues that affect them such as public distribution system and education system. Domestic Workers Trade Union, with 12,000 members, has been functioning very well in Tamil Nadu and the awareness on C189 among domestic workers is very high. As a result, domestic workers have gained confidence and they nowadays organize campaigns themselves and engage in discussion with employers to negotiate about wages and other issues concerning the working conditions of domestic workers. However, many challenges remain. Employers are not interested in giving a weekly day off to domestic workers. While the minimum wages board for domestic workers was constituted, members of the board have not met for a long time and they have not been able to establish the minimum wage by taking into account the demand of the union which is 75 rupees per hour. She also felt that there is no political will of the government to bring domestic workers law/policy, and to have the proper implementation of that law once it gets

passed. She stated that her union would continue to support domestic workers by supporting them to organize and training them on essential skills such as collective bargaining and leadership.

Ms. Goma Pandey, Treasurer, Centre for Labour and Social Studies, Nepal, talked about the new labour act which Nepal recently had enacted which covers all categories of workers (formal and informal economy workers). The new act states that the minimum wages will be fixed separately for domestic workers, domestic workers will be eligible to enjoy all the public holidays in addition to weekly offs, domestic workers will have the right to education, and domestic workers have the right to celebrate holidays of different religion. She mentioned that it was a long process to get this act enacted and many partners worked collectively to organize domestic workers. Now they are well aware of their rights. She mentioned that sensitization of employers was a very effective strategy. She also shared that trade unions held many trainings to develop skill and build capacities of domestic workers.

### Session 9: Discussing and reviewing possible areas of action and prioritizing per stakeholder group

Based on the information and knowledge obtained from the workshop sessions, the participants in this session worked in groups to discuss and identify possible areas of action to advance decent work for domestic workers and home-based workers. The participants were divided into the following four groups:

- Government institutions
- Employers' organizations
- Trade unions and workers' organizations – Domestic Workers
- Trade unions and workers' organizations – Home-based Workers.

The following guiding questions were provided to the groups to facilitate the discussion:

- What are the key issues to be addressed or to be taken up after the workshop to promote decent work for home-based workers/domestic workers?
- What are the key actions that you would like to take as the follow-up?
- How would you go about implementing the actions (who would take the lead, be engaged, etc.)?

After the group discussion, each group presented their discussion results. The first presentation was made by the Government group as follows:

	Domestic workers	Home-based workers
Key issues to be addressed	<ul style="list-style-type: none"> <li>• Lack of authentic data/statistics</li> <li>• Inadequate legal protection</li> <li>• Weak bargaining position</li> <li>• Inadequate occupational and safety measures</li> <li>• Lack of visibility and recognition</li> <li>• Low wages</li> <li>• Lack of awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Seasonal and irregular work</li> <li>• Lack of access to information</li> <li>• Low wages and long hours of work</li> <li>• Lack of health facilities</li> <li>• Unhygienic working conditions</li> <li>• Lack of access to market</li> </ul>
Key actions to be taken up	<ul style="list-style-type: none"> <li>• Formulate the policies for domestic workers and home-based workers in line with ILO Conventions No. 189 and No. 177</li> <li>• Establish a strong monitoring system</li> <li>• Extend coverage under social protection and ensuring social security for all</li> <li>• Implement massive awareness program</li> <li>• Set up/strengthen institutional mechanism</li> </ul>	

Implementation plan	<ul style="list-style-type: none"> <li>• Implementation of policies through proper monitoring</li> <li>• Policy can be turned into a law or some of the fundamental issues could be incorporated in the existing law</li> <li>• Mass awareness campaign should be organized</li> <li>• Social protection coverage should be strengthened</li> </ul>
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The second presentation was made by the Employers' group. The group talked about the needs to raise awareness among employers about home-based workers and domestic workers, create a permanent platform to facilitate dialogue for these workers, and make available statistical data to establish true picture of home-based workers and domestic works. They also stated that identifying these workers and extending social protection to them is important. For the key action for follow-up and implementation, they talked about running an awareness campaign among members of employers' organizations using social media, lobbying for the rights of these workers, and urging to set up a tripartite committee to discuss issues of home-based workers and domestic workers. They also said they would support in collecting appropriate data related to these workers.

The third presentation was made by a group on domestic workers as follows:

Domestic workers	
Key issues to be addressed	<ul style="list-style-type: none"> <li>• Lack of legislation to protect domestic workers</li> <li>• Limited pressure on the government to ratify C189</li> <li>• Limited data availability/lack of realistic statistics on domestic workers</li> <li>• No coalition at the national and the sub-regional levels to place the domestic workers' issues and demands in the agenda of SAARC (South Asian Association for Regional Cooperation)</li> </ul>
Key actions to be taken up	<ul style="list-style-type: none"> <li>• To push for a legislation to protect and promote the rights of domestic workers: <ul style="list-style-type: none"> <li>▪ National coalition meeting can be organised on 16 June (International Day for Domestic Workers), to address the issues of domestic workers and present memorandum at the local, state, national, and sub-regional levels</li> <li>▪ Include the demands of domestic workers in tripartite forums (for e.g. Indian Labour Conference) through central trade unions</li> <li>▪ Political advocacy at the state level, as well as at the national well</li> </ul> </li> <li>• To push for the ratification of C189: <ul style="list-style-type: none"> <li>▪ Organize signature campaign for the ratification of conventions</li> <li>▪ Involve media/social media to create support in respect of C189</li> </ul> </li> <li>• Improve the availability of data on domestic workers: <ul style="list-style-type: none"> <li>▪ Approach the responsible data collection agency (Census or NSSO) for including proper definition of domestic workers (clear distinction between live-in and live-out domestic workers) in labour force surveys and census.</li> </ul> </li> <li>• Make a coalition at the national as well as the sub-regional levels: <ul style="list-style-type: none"> <li>▪ Organise pre-consultation at the regional level with the participation of all the central trade unions, and afterwards raise the issues and demands of domestic workers in SAARC (South Asian Association for Regional Cooperation) forum</li> <li>▪ ILO should facilitate the trade unions to incorporate the issues of domestic workers in the SAARC agenda</li> </ul> </li> </ul>

The last presentation was made by the home-based workers' group as follows:

Home-based workers			
Key issues to be addressed	Legislation/Policy	Research/ Evidence Building	Organizing
Key actions to be taken up/ Implementation Plan	<ul style="list-style-type: none"> <li>• Produce country reports on the status of policies/legislation/programmes/schemes for home-based workers</li> <li>• Create campaigns for visibility of home-based workers and their issues</li> <li>• Develop and implement country-wide advocacy plan:               <ul style="list-style-type: none"> <li>▪ Bangladesh- Create a platform where representatives from home-based workers' organisations, trade unions, government (labour department) and employers can discuss and create a Draft National Policy on home-based workers in Bangladesh</li> <li>▪ India- Present the Draft National Policy on home-based workers to the government. Additionally, pursue sections of the policy with different government departments</li> <li>▪ Nepal- Update the Draft National Policy for home-based workers. Include home-based workers in the new by-laws that are being made. ILO to facilitate the process between home-based workers' organisations and the government for inclusion of home-based workers in the by-laws</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Supply Chain Study - to be conducted in Bangladesh, India, Nepal and Pakistan. 1 domestic and 1 global supply chain to be mapped</li> <li>• Study on income and expenditure for home-based workers on doing homework</li> <li>• Gender-based violence (GBV) - what GBV mean for home-based workers, what violence-free zones mean for home-based workers and the coping mechanism of home-based workers against GBV</li> </ul>	<ul style="list-style-type: none"> <li>• Make linkages of sectoral and local trade unions to central trade unions in each country</li> <li>• HNSA to encourage and facilitate the registration of trade unions of home-based workers</li> <li>• Advocate with ILO to include membership-based home-based workers' organizations in Tripartite Plus</li> <li>• HNSA to extend its membership to more membership-based organisations of home-based workers.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Pakistan- Advocate towards getting rules and legislation for home-based workers.</li> </ul>		
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## 5. Conclusion

The participants highly appreciated the opportunity to exchange information and learn experiences of different countries in promoting decent work for home-based workers and domestic workers. The workshop provided opportunities for the participants from different countries and organizations to interact and exchange views and experience and served as a good venue for representatives of government, trade unions, and employers' organizations to learn and clarify each other's perspectives on certain issues.

According to the feedback collected from the participants after the workshop using Survey Monkey, 80 per cent of the respondents indicated that the workshop had fully achieved its objectives, while 20 per cent of the respondents indicated that the workshop had achieved its objectives to some extent. Among the 80 per cent who said the workshop had fully achieved its objectives, 35 per cent had felt they could benefit from further information. All the respondents also expressed that they had gained useful information and new ideas to promote decent work for home-based workers and domestic workers. They also indicated that there is a strong need for domestic workers and home-based workers to work in solidarity. The participants requested the ILO to organize this type of workshop regularly to support

**South Asia Sub-regional Bipartite Knowledge Sharing Workshop on  
Domestic Workers and Home-Based Workers  
29-30 November 2017, Kathmandu, Nepal**

**Programme Schedule**

Time	DAY ONE – 29 November 2017
8:30 - 9:00	Registration
9:00 – 9:30	<p><b>Opening &amp; Introduction</b></p> <ul style="list-style-type: none"> <li>• Master of ceremony (MC): Mr Prakash Sharma, Programme Officer, ILO, Nepal</li> <li>• Welcome remark: Mr Richard Howard, Director, ILO Nepal Country Office</li> <li>• Opening remarks: Mr Khila Nath Dahal, President, Nepal Trade Union Congress, Nepal</li> <li>• Opening remarks: Mr Khondaker Mostan Hossain, Joint Secretary, Ministry of Labour and Employment, Bangladesh</li> <li>• Brief overview: Mr Sher Verick, Deputy Director, ILO Decent Work Team (DWT) for South Asia and Country Office (CO) for India</li> <li>• Background &amp; workshop objectives: Ms Aya Matsuura, Gender Specialist, ILO DWT for South Asia and CO for India</li> </ul>
9:30 – 11:15	<p><b>Session 1: Understanding Domestic Work and Home-Based Work</b></p> <p><i>Chair:</i> Ms Firoza Mehrotra, HomeNet South Asia</p> <ol style="list-style-type: none"> <li>1. International scope, definition and key characteristics <ul style="list-style-type: none"> <li>• Domestic work, Ms Claire Hobden, Technical specialist on vulnerable workers, domestic work, INWORK, ILO Geneva</li> <li>• Home-based work, Ms Aya Matsuura, Gender specialist, ILO DWT for South Asia and CO for India</li> </ul> </li> <li>2. Domestic work and home-based work in South Asia <ul style="list-style-type: none"> <li>• Domestic work, Ms Suneetha Eluri, National Project Coordinator, ILO DWT for South Asia and CO for India</li> <li>• Home-based work Ms. Janhavi Dave, International Coordinator, HomeNet South Asia</li> </ul> </li> <li>3. Defining employment relationships in domestic work and home-based work: an essential step towards formalization <ul style="list-style-type: none"> <li>• Prof. Kamala Shankaran, Vice Chancellor, Tamil Nadu National Law School, India</li> </ul> </li> <li>4. Floor discussion and wrap up of Session</li> </ol>
11:15 - 11:45	Tea/Coffee & Group Photo

11:45 – 12:45	<p><b>Session 2: Formalization domestic work and home work for decent work: setting benchmarks</b></p> <p><b>Chair:</b> Prof Kamala Shankaran, Vice Chancellor, Tamil Nadu National Law School, India</p> <ul style="list-style-type: none"> <li>• Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) and what it means for domestic workers and home workers</li> <li>• Ms Claire Hobden, Technical specialist on vulnerable workers, domestic work, INWORK, ILO Geneva</li> <li>• Ms Aya Matsuura, Gender specialist, ILO DWT for South Asia and CO for India</li> <li>• Questions and answers</li> </ul>
12:45 – 13:45	<b>Lunch</b>
13:45 – 14:45	<p><b>Session 3: Policy frameworks towards improving working conditions of domestic workers</b></p> <p><b>Moderator:</b> Ms Amelita King Dejardin, Former ILO official and independent consultant</p> <p><b>Discussant:</b> Ms Claire Hobden, Technical specialist on vulnerable workers, domestic work, INWORK, ILO Geneva</p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Mr Khondaker Mostan Hossain, Joint Secretary, Ministry of Labour and Employment, Bangladesh</li> <li>• Ms Ume Laila Azhar, Executive Director, HomeNet Pakistan</li> <li>• Mr Lissy Joseph, National Platform for Domestic Workers, India</li> </ul>
14:45 – 15:45 (60 minutes)	<p><b>Session 4: Policy frameworks towards improving working conditions of home-based workers</b></p> <p><b>Moderator:</b> Ms Firoza Mehrotra, HomeNet South Asia</p> <p><b>Discussant:</b> Ms Aya Matsuura, I Gender specialist, ILO DWT for South Asia and CO for India LO, New Delhi</p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Ms Ume Laila Azhar, Executive Director, HomeNet Pakistan</li> <li>• Ms Janhavi Dave, International Coordinator, HomeNet South Asia (representing India)</li> <li>• Ms Arifa As Alam, Labour at Informal Economy, Bangladesh</li> </ul>
15:45-16:15	<b>Tea/coffee</b>
16:15-17:00	<p><b>Session 5: Conversation between moderators of two policy sessions (Sessions 3 and 4)</b></p> <p><b>Chair:</b> Ms. Kiran Moghe, Centre for Indian Trade Unions (CITU)</p> <p><b>Speakers:</b> Ms Amelita King Dejardin and Ms Firoza Mehrotra</p>
<b>Time</b>	<b>DAY TWO – 30 November 2017</b>

9:00 – 10:00	<p><b>Session 6: Recap of the first day and interaction with government officials followed by open discussion</b></p> <p><b>Facilitator:</b> Mr Sher Verick, Deputy Director, ILO Decent Work Team (DWT) for South Asia and Country Office (CO) for India</p>
10:00 -11:30	<p><b>Session 7: Trade union organization and collective actions towards improving working conditions of home-based workers</b></p> <p><b>Moderator:</b> Ms Prabha Pokhrel, Home-based Workers ‘Concern Society, Nepal</p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Ms Saira Feroz, Home-based Women Workers’ Federation, Pakistan</li> <li>• Ms Quazi Baby, Coalition of Urban Poor, Bangladesh</li> <li>• Ms Indira Garternberg, LEARN Mahila Kamghar, India</li> <li>• Mr Chandra Sagar Lama, President, Home workers Trade Union of Nepal (HUN), Nepal</li> </ul>
11:30 – 11:30	<p><b>Session 8: Trade union organization and collective actions towards improving working conditions of domestic workers</b></p> <p><b>Moderator:</b> Ms Sonia George, SEWA India</p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>• Ms Arooma Shahzad, Pakistan Worker’s Federation (PWF), Pakistan</li> <li>• Ms Vahidha Nizam, All India Trade Union Congress (AITUC), India</li> <li>• Ms Hamida Khatun, Bangladesh Jatiyatabadi Sramik Dal (BJS), Bangladesh</li> <li>• Ms Goma Pandey, Center for Labour and Social Studies, Nepal</li> </ul>
13:00-14:00	<b>Lunch</b>
14:00-16:00	<p><b>Session 9: Discussing and reviewing possible areas of action and prioritizing per stakeholder group</b></p> <p><b>Facilitator:</b> Ms Aya Matsuura, Gender specialist, ILO DWT for South Asia and CO for India</p> <p><b>Groups for discussion:</b></p> <ul style="list-style-type: none"> <li>• Government institutions</li> <li>• Employers</li> <li>• Trade unions and workers’ organizations – Domestic Workers</li> <li>• Trade unions and workers’ organizations – Home-based Workers</li> </ul> <p><b>Presentation by each group and open discussion</b></p>
16:00-16:30	<b>Tea/coffee</b>
16:30 – 17:30	<b>Session 10: Closing and vote of thanks</b>

## Annex 2: List of Participants

No	Country	Organisation	Name	Gender
<b>Government</b>				
1	India	MOLE India	Ms. Savita Alekar, Section Officer	Female
2	Pakistan	Ministry of Overseas Pakistanis & Human Resource Development, Islamabad	Mr. Noor Zaman, Senior Joint Secretary	Male
3	Pakistan	Labour Welfare Department, Office of the Chief Commissioner, ICT, Islamabad.	Mr Chaudhry Amer Naveed, Labour Officer	Male
4	Pakistan	Labour & Human Resource Department, Govt of Sindh, Karachi, Pakistan	Mr Mukhtiar Ahmed Mallah, Deputy Secretary	Male
5	Sri Lanka	Department of Labour	Ms. Jasmine Kumuthini Baskaran, Labour Officer	Female
6	Sri Lanka	Department of Labour	Mr. Warnasooriya Mudiyanseelage Ranasinghe Warnasooriya, Labour Officer	Male
7	Bangladesh	Ministry of Labour and Employment, Dhaka, Bangladesh	Mr. Khondaker Mostan Hossain Joint Secretary	Male
8	Bangladesh	DIG Office, Dhaka, Bangladesh	Mr. A K M Salauddin Assistant Inspector General	Male
9	Nepal	MOLE Nepal	Ms. Rajkumari Khatri	Female
10	Nepal	MOLE Nepal	Ms. Babi Katle	Male
11	Afghanistan	Ministry of Labour, Social Affairs, Martyrs and Disabled	Mr. Abdul Majeed Karimi	Male
12	Afghanistan	Ministry of Labour, Social Affairs, Martyrs and Disabled	Mr. Enayatullah Karimi	Male
<b>Employers' Organizations (Nominated by the Governing Body)</b>				
13	India	All India Organisation of Employers (AIOE)	Mr. Satish Shankar Anand, President - HR, Hindalco Industries Limited	Male
14	Bangladesh	Bangladesh Employers Federation (BEF)	Mr. Absal Shaquib Quoreshi, Secretary	Male
15	Pakistan	Employers Federation of Pakistan (EFP)	Mr. Ismail Suttar, Member EFP Board and President of Lasbella Chamber of Commerce and Industry	Male
16	Sri Lanka	Employers Federation of Ceylon (EFC)	Ms. Samantha Gonagala, Industrial Relations Advisor	Female
17	Nepal	FNCCI	Ms Sita Ghimire	Female
<b>Trade Unions (Nominated by the Governing Body)</b>				
18	India	Self Employed Women's Association (SEWA)	Ms Sonia George, State Secretary, SEWA – Kerala	Female
19	India	Hind Mazdoor Sabha (HMS)	Ms Manjeet Kaur Kaushal Secretary, Women's Committee	Female
20	India	Indian National Trade Union Congress (INTUC)	Mr. Surender Kumar, Organising Secretary	Male

21	India	Confederation of Free Trade Unions of India (CFTUI)	Mr Kanaka Rao Neelapu President	Male
22	India	National Dom.Workers Movment (NDWM) India	Ms. Christin Mary T Antony, National Coordinator	Female
23	Pakistan	Pakistan Worker's Federation (PWF)	Ms Arooma Shahzaad, President, DWU	Female
24	Pakistan	All Pakistan Trade Union Congress (APTUC)	Mr Syed Tanvir Asghar, Secretary Information, Punjab Teachers Union, Lahore	Male
25	Bangladesh	Bangladesh Jatiyatabadi Sramik Dal (BJSD)	Ms. Hamida khatun, Assistant Women Affairs Secretary, Central Executive Committee	Female
26	Bangladesh	Jatiyo Sramik League(JSL)	Mr Ahshan Habib Molla, General Secretary	Male
27	Nepal	General Federation of Nepalese Trade Unions (GEFONT)	Mr Chandra Sagar Lama, President, Home workers Trade Union of Nepal (HUN)	Male
28	Nepal	All Nepal Federation of Trade Unions (ANTUF)	Ms. Sangita Baniya	Female
29	Nepal	Nepal Trade Union Congress (NTUC)	Mrs. Laxmi Shrestha - General Secretary, Home Workers Union	Female
30	Nepal	Nepal Trade Union Congress (NTUC)	Mr Khila Nath Dahal, President	Male
31	Sri Lanka	Ceylon Workers Congress (CWC)	Mr.Sinniah Rajamany, Director	Male
32	Sri Lanka	The National Trade Union Federation (NTUF)	Mr. Puhuriyawidanalage Navaratne, Industrial Relation Adviser	Male
33	Sri Lanka	National Workers Congress (NWC)	Mr.Sampath Prasanna Dayaratne, Executive Consultant	Male
<b>Other Trade Union, Workers' and Civil Society Organizations</b>				
34	India	All India Trade Union Congress (AITUC)	Ms Vahitha Parveen Ismail, Secretary , AITUC-Tamil Nadu	Female
35	India	Bharatiya Mazdoor Sangh (BMS)	Shri Ravindra P Deshpande	Male
36	India	CITU	Ms Kiran Moghe, CITU	Female
37	India	National Platform of Domestic Workers, India	Mr Subhash Bhatnagar, NFITU	Male
38	India	National Platform of Domestic Workers, India	Dr Lizy Joseph, State Coordinator Telengana D W Unions, Andhra D W Unions	Female
39	Pakistan	Home Based Women Worker's Federation, Pakistan (HBWWF)	Ms Saira Feroz, Finance Secretary	Female
40	Pakistan	HomeNet Pakistan	Ms. Ume Laila Azhar, Executive Director	Female
41	Bangladesh	Labour at Informal Economy	Ms Arifa As Alam, Assistant National Coordinator	Female
42	Bangladesh	Coalition for the Urban Poor	Ms. Quazi Baby, Board Member	Female
43	Nepal	Centre for Labour and Social Studies	Ms. Goma Pandey, Treasurer	Female
44	Nepal	Home-based Workers Concern Society (HBWCS), Nepal	Ms. Prabha Pokhrel, Chairpeson	Female
45	Nepal	SAATHI	Ms Suvekchya Rana	Female
46	India	Learn Mahila Kamgar Sanghatana	Ms. Indira Gartenberg, Strategy Advisor	Female

47	India	HNSA India	Ms. Firoza Mehrotra, Strategy Advisor	Female
48	India	HNSA India	Ms. Janhavi Dave, International Coordinator	Female
49	Bangladesh	National Domestic Women Workers' Union, Bangladesh	Ms. Murshida Akter	Female
50	Bangladesh	Bangladesh Institute of Labour Studies	Dr.Wajedul Islam Khan, Joint Secretary General	Male
51	Nepal	Home Workers Trade Union of Nepal (HUN)	Ms. Gyanu Kshetri	Female
52	Nepal	SABAH, Nepal	Ms. Aashma Bhatta	Female
53	Nepal	SABAH, Nepal	Ms. Anita Thapaliva	Female
54	Nepal	SABAH, Nepal	Ms. Writtu Bhatta Rai	Female
55	India	Tamil Nadu National School of Law	Ms. Kamala Sankaran, Vice Chancellor Residence	Female
<b>ILO</b>				
56	India	ILO New Delhi	Mr. Sher Verick	Male
57	Nepal	ILO office Kathmandu	Mr. Richard Howard	Male
58	India	ILO New Delhi	Ms. Aya Matsuusra	Female
59	India	ILO New Delhi	Ms. Suneetha Eluri	Female
60	India	ILO New Delhi	Mr. John Arul Roy	Male
61	Nepal	ILO office Kathmandu	Ms. Bharati Pokharel	Female
62	Nepal	ILO office Kathmandu	Mr. Shrestha Milan	Male
63	Nepal	ILO office Kathmandu	Mr. Prakash Sharma	Male
64	Geneva	ILO Geneva	Ms. Claire Hobden	Female
<b>ILO Consultant and observer</b>				
65	Manila	Consultant	Ms. Amelita King Dejardin	Female
66	India	Consultant	Ms.Ruchika Choudhary	Female
67	Canada	Observer, IDRC	Mr Bouba Housseni	Male
<b>Total: 67 (37 women and 30 men)</b>				