



Network of Home-Based Workers in South Asia

Sixth Annual Advisory Board Meeting
October 6, 2021

Meeting Report

HomeNet South Asia's (HNSA) Sixth Annual Board Meeting was held virtually over Zoom, on October 06, 2021. (Annexure 1: Agenda for the meeting) The Advisory Board along with the Board of Trustees, members of the HNSA Secretariat, and HomeNet Asia regional team members etc. were present during the meeting. (Annexure 2: Participant's List).

The primary objective of the meeting was to share the milestones achieved during the COVID-19 Pandemic by members (country-wise). Additionally, a plan for the upcoming year was assessed and formulated, especially focussing on the themes of unpaid care work and climate change and their impact on women home-based workers (HBWs) in South Asia.

First Session- Inaugural and Presentation of HNSA's Progress

Opening of the Advisory Board Meeting by *Chandni Joshi, Enforcer, HNSA*

Ms. Chandni Joshi- HomeNet South Asia's Enforcer - opened the meeting by welcoming the Chairperson, the Board of Trustees, The Advisory Board and the HomeNet South Asia Team. She then evoked the struggles faced by home-based Workers, and the general populace over the previous year, due to COVID-19, and shed light upon the increase in structural violence and the massive burden of unpaid care work, which amounts to 10.8 trillion dollars annually.

Ms. Joshi pointed out the resilience shown by our members and home-based workers, by taking up non-traditional methods to work, and exploring newer avenues like making masks, PPEs etc. She talked about the various pioneering studies which were taken up by HNSA and other stakeholders, along with the frequency of online meetings at regional, national and international level- reminding all of us that despite the odds, we have overcome the digital divide and managed to learn from each other. She touched upon the gender wage gap, the need for intersectionality in our approach, and the importance of upcoming, young, women leaders. Despite the occurrence of various social movements globally- women are still severely under-represented in spaces of decision making. The world's attention on climate change and the need for advocacy and action to combat it were also discussed.

While wrapping up her address, Ms. Joshi spoke about how now we must look at new forms of advocacy and activism, all while taking stock of new forms of success, while focusing on bold, transformative action.

Welcome by *Namrata Bali, Strategy Advisor, HNSA*

Ms. Namrata Bali, HNSA's Strategy Advisor, welcomed all 47 participants to the Sixth Advisory Board Meeting and thanked all the Board members who have been pillars of

strength to the organisation. She encouraged all the participants by reiterating the previous years' struggles and achievements and reminded us to move forward in a spirited manner. She then addressed the thematic areas – Climate Change and the Care Economy – and urged members to share their inputs on how to address these themes regionally.

Moving Ahead This Year by Renana Jhabvala, Chair, HNSA

Ms. Renana Jhabvala – Chairperson, HNSA – began with calling for an observance of a minute of silence in remembrance of the late Kamla Bhasin, a stalwart of the women's movement in South Asia.

Ms. Jhabvala said HomeNet South Asia's primary aim was movement building and it should continue to focus on this endeavour. The movement should then bring together representative voices for better representation of women HBWs at the South Asia and International Level, to ILO, SAARC, the UN etc. as South Asia has the most number of HBWs globally.

Ms. Jhabvala then touched upon the thematic interventions that were to be discussed during the meeting. She spoke about climate change highlighting how the home is the place of work for home-based workers and rising temperatures negatively impacted their productivity. She also pointed out climate change's impact on access to clean water, and the flooding of homes. With unpaid care work, Ms. Jhabvala said that childcare is especially significant for women HBWs.

Ms. Jhabvala concluded by saying that in order to address these emerging challenges of climate change and unpaid care work, a stronger collective voice of home-based workers in the region is required.

Ms. Jhabvala's address was followed by participants introducing themselves and the confirmation of the Minutes of the 5th Advisory Board Meeting. This was followed by the:

Presentation of HNSA's Progress Report 2020-2021 by Navya D'Souza, HNSA

Navya D'Souza – Regional Coordinator, HomeNet South Asia - presented the activities of the Network for the year 2020 – 2021.

COVID-19 Response

She started her presentation (Annexure 3) by talking about the COVID-19 Response, stating that in May 2020 – at the last Advisory Board Meeting – a collective decision was taken by the Network towards responding to the pandemic and ensuring the rights and livelihoods of women HBWs in the region. Towards this, Ms. D'Souza, HNSA had worked with member organisations to create HBW Databases across the region. HNSA worked with 11 organisations in the region to collect databases of close to 20,000 women

home-based workers and their families. Organisations, then, worked to link their members to government-backed aid programmes.

HNSA also redirected parts of its funding under its European Commission and DFID initiatives to provide food rations, health kits, and digital phones to women HBWs in Bangladesh, India, Nepal, and Pakistan.

Through the SIDA Solidarity Fund, HNSA also allocated working capital and online marketing support for our HBW Enterprise members across South Asia. This helped support over 5000 livelihoods in the region. SABAH Sri Lanka was able to market the crafts and food items made by its HBW members at an offline event, generating revenue of over 8 lakh Sri Lankan Rupees. Home-based workers from MACCS in Maldives used the funding to create recyclable bags and masks to distribute in communities. SABAH Nepal reimagined its supply chains during this period and the Solidarity Fund supported their online marketing initiatives.

Under the UNICEF Sewing Strong Initiative, HNSA partnered with its members SABAH Nepal and SEWA Ruaab to train over 300 women HBWs in mask making.

The Advisory Board, during the last meeting, had highlighted the invisibility of home-based workers during the pandemic and had recommended that we build evidence on the impact of COVID-19 on Women HBWs in South Asia. HNSA has worked on this and 13 member organisations and over 500 women HBWs were involved in its Impact Study.

Visibility was built for workers through continuous press engagement. The challenges faced by home-based workers during the pandemic were highlighted in leading publications like Thomson Reuters, Firstpost, Equal Times, on the ILO Spotlight Portal and others.

The perspectives of women HBWs during the pandemic was highlighted at forums like those led by the Columbia Law School, the UN Global Compact Leaders Summit, NIFT in India and many others, including, HNSA's own webinars.

Campaigns And Advocacy

HNSA also led and participated in advocacy efforts during the year. With the inputs of its member organisations, a Charter of Demands was created and HNSA also networked with WIEGO, Asia Floor Wage and NASS India in global and regional campaigns.

HNSA led and participated in 3 campaigns in the past year. HNSA's "Home Is Where The Art Is Campaign" was launched with the aim of promoting the Network's member enterprises. For the very first time, HNSA participated in 16 Days of Activism and linked directly with the Official 16 Days Campaign and participated with other informal worker movements in a tweethathon on Twitter. HNSA also joined hands with its sister organisation – WIEGO – and other informal worker movements in their Global Solidarity Campaign. This was a 6-week long online campaign that highlighted the impact of the

pandemic on informal workers, highlighted their contributions as essential workers, called for their recognition, and demanded for their rights!

Institution Building And Global HBWs Movement

The home-based workers' movement went global with the launch of HomeNet International. HNSA and HNI's South Asia members along with home-based worker sisters participated in HNI's first Congress in early 2021. As of now, South Asia has the largest representation in HNI with 17 member organisations!

Capacity Building

With the backing of UNICEF, HNSA produced a Knowledge Tool on the nature and impact of violence on HBWs. It also created posters and voice messages lending support and information on helplines to our HBW sisters. The tool was first produced in English and then translated into 7 regional languages.

In Early 2020, HNSA launched a comprehensive Toolkit for Homeworkers in Garment Supply Chains in South Asia at a TOT in Nepal. Consequently, it provided on-ground training of women homeworkers in Bangladesh, India, Nepal and Pakistan, where most of the global garment supply chains are concentrated. While on-ground trainings were limited this year due to the pandemic, HNSA supported trainings on organising, gender-based violence, supply chains, and policy for home-based workers and leaders from across South Asia.

In November 2020, in partnership with the BEES Network, leaders from the online market space like Amazon, GoCoop and BRAC were brought in to engage with our members and unpack marketing strategies in the digital ecospace.

HNSA, with the support of Comic Relief, trained its member organisations in digital meeting tools. It plans to build on this by launching Digital Classrooms to train workers on the basics of social media and selling via social media.

In 2020, two explainer videos were launched – Who are Home-Based Workers and Homeworkers in Supply Chains, in 8 languages.

Networking

HNSA worked to strengthen the Network by engaging with other platforms and forums. In 2021, HNSA secured membership with Women Friendly Disaster Management in Nepal. This is a forum that seeks to address issues of climate change and disaster reduction.

HNSA continued its work on social security through NASS in India, worked closely with the BEES Network, and was looking to establish a South Asian Platform on Social Protection. With HNI, was also collaborating with HomeNet South East Asia on a programme on Social Protection.

Research

HNSA launched action-based research this year on key areas connected to home-based work. On Supply Chains, under IDRC, HNSA documented good practices in HBW Collectives. This study was launched at the virtual CSW in 2021. The Network launched research in garment supply chains and highlighted the working conditions of homeworkers with a study co-funded by the European Commission.

During 16 Days of Activism, HNSA launched its first ever study on the issue of violence and its impact on home-based workers. This was a Nepal study. HNSA then decided to build on this and undertake similar studies in Bangladesh, India and Pakistan. HNSA was also conducting a study on the impact of climate change on HBWs in urban settings in Bangladesh, India and Nepal.

Visibility

In partnership with WIEGO, HNSA published updated statistical briefs on Bangladesh, India, Nepal and Pakistan. These briefs indicate that there are now over 67 million home-based workers in these four countries alone.

HNSA marked International Home-Based Workers Day and sought to bring visibility to HBWs and their challenges during the pandemic. For the event, HNSA created videos of workers and worker representatives across the region. Alongside, a well-received clip video – Future Is Ours – was released. Along with this, the activities of the Intl Home-Based Workers Day from 2019 were also highlighted.

With this, Ms. D'Souza concluded HNSA's Progress Report.

Session 1: Country Updates, *Chair Namrata Bali*

Participating Countries Shared The Following Country Updates (Annexure 4) And Achievements:

Bangladesh:

- HNSA's Bangladesh Members used the findings of the COVID-19 Impact Study to advocate for the rights of HBWs.
- They linked HBW Databases to Government databases to secure inclusion in COVID-19 aid programmes.
- HNSA members in Bangladesh worked with HBWs to manufacture 3000 masks and distribute them to communities. There were other activities and discussions, which were undertaken to mobilise people, workers and the government authorities, so as to provide support and relief to home-based workers and their families during the Covid-19 Pandemic .

Bhutan:

- SABAH Bhutan collaborated with other CSOs in the pandemic to produce pandemic gear of masks and PPE suits and were able to produce 200000 masks.

- SABAH Bhutan collaborated with Bhutan's Ministry of Health to make 1500 PPE suits and 37000 masks for children. This not just provided employment to women HBWs but also
- SABAH Bhutan has been continuously reviving the home-based workers' weavers community in Bhutan by providing financial training and livelihood support.

India:

- A SEWA-led study on the impact of COVID-19 on Women Informal Workers, including, HBWs showed that 87% of workers had lost their livelihoods. 83% workers claimed that they lost their livelihoods as the supply chains that they operated in were broken. 60% of workers stated that working hours have decreased. 83% workers share that they had borrowed money or had taken loans to meet their needs. The findings showed that HBWs are more poverty stricken than earlier.
- With regards to advocacy on the Four Labour Codes being floated by the Government of India, recommendations were given that the Code on Wages include a piece-rate for home-based workers. In the Code on Social Security, it was recommended that workers should be registered electronically and manually. As several of the stipulations in the Codes were not labour-friendly, several memorandums were sent to the Government of India. This has resulted in the stay of the implementation of the Codes. Recommendations to the Parliamentary Committee on labour issues related to impact of COVID-19 were made.
- Lastly, it was suggested that SIC should be applicable to all the HBWs and they should get at least 200 days work in the urban areas.

Maldives:

- Advocated with the Ministry of Economic Development and shared the survey findings from the COVID-19 Impact Study to include Home-Based Workers in Government data.
- Increase reach, and we reached out to home-based workers in 5 more atolls of Maldives.
- Built capacities of HBWs in the Maldives and strengthened market linkages. Additionally, revival of lace weaving and *libaas* (traditional dress of Maldives) making was also done.

Nepal:

- A consortium of HBW organisations have advocated with ILO to take the lead on the drafting of National Level Policy – for which a Committee has been set up. The first draft of the policy has been submitted to trade unions.
- With regards to the National Policy for HBWs, 4 training sessions have been conducted with various stakeholders.

- During the International HBWs Rally 2019 – close to 300 workers participated. It was a grand success of Nepali HBWs along with network partners, trade unions, and the government.

Pakistan:

- The Cabinet in Punjab and Islamabad approved of the Home-Based Workers Act but working is ongoing to make the Bill into Law. Balochistan will also soon do the same.
- Secondly, registration for home-based workers has begun and nearly 4000 workers have been registered. They will receive identity cards from the Government.
- Advocacy towards ensuring social security for women HBWs is also ongoing. And linkages with trade unions are being worked on in Sindh. Sindh has also announced a governing body for home-based workers.

Sri Lanka:

- Engagement with ILO in Sri Lanka for National Policy has started. Home-Based Workers' engagement with ILO for the development of National Policy has begun.
- Working towards securing market linkages for HBWs in Sri Lanka.

With these updates, the first session of the Advisory Board Meeting came to a close.

Second Session- Presentation of Group Discussions, *Chair Phuntshok Chodden*

The second session of the Advisory Board Meeting focused on gathering the inputs of the Advisory Board for HNSA's upcoming annual plan. Each group was given 10 minutes to present the group that they had done previously on virtual calls. The group presentations brought forth inputs on the following:

- Action Points for HNSA on Climate Change, Care Economy and any other areas of work.
- Two activities we want to achieve for our respective country as HNSA members
- Two activities we want to achieve for the region together as HNSA members

Group I: Bhutan, Maldives and Sri Lanka

Climate Change:

- Evidence-building in each country in South Asia around the impact of climate change and climate migration for home-based workers.
- Work towards introduction of climate insurance for HBWs.
- Help build "Business Continuity Plan for HBWs" so that they can secure their livelihoods and not be adversely impacted due to climate change.

Care Economy:

- Document technological interventions which can help HBWs increase their productivity and reduce the burden of care work.
- Promote equal distribution of household work at the grassroots-level
- Advocate for better childcare services from the Government.

Country level plans

Bhutan:

- Improve sustainability of organisations through the revival of supply chains and support to producer groups.
- Reviving home-based worker membership and increased engagement with them is imperative.

Maldives:

- Increase in digital training initiatives for HBWs.
- Exchange of knowledge and exposure visits between home-based worker communities.

Sri Lanka:

- Strengthen the network and expand membership in Sri Lanka.
- Launch a representative, country-level platform in Sri Lanka and create common objectives to work towards.

Regional Activities

- Launch of a common marketing platform, along with the identification of new marketing opportunities for HNSA's member producer enterprises and cooperatives.
- Continuous capacity building of HBWs in marketing and focus on developing the capacities of producer companies in the region.

Group II: Bangladesh and India

Climate Change:

- Carry out a location and sector wise study/ mapping exercise, in each country on the varied impact of Climate Change. This study should be disseminated among the HBWs and the various stakeholders, government etc. The material gathered from the evidence-based study must also be explained to the HBWs so that the implications of climate change are clear.
- Conduct targeted workshops on interventions/construction innovations, as there is a wealth of information on climate change that HBWs can share with each other.
- Finally, a toolkit shall be formulated to address disaster preparedness as well as

disaster management.

Care economy:

- Conduct isolated micro-studies to capture data on care work to measure contributions of men/boys and women/girls. Once this data has been collated, an evidence-based advocacy approach can be carried
- Evidence-based awareness campaigns at grassroot-level must become a reality to ensure a more equal division of domestic work.
- Advocate for better state-funded childcare facilities.

Country Plans

Bangladesh:

- Advocacy and Linkage of home-based workers to the Social Welfare Board.
- Economic empowerment training for HBWs, along with that skill training, organising, leadership, communication and online marketing.
- Work towards drafting of the National Policy for Home Based Workers.

India:

- Advocate for a database of informal workers. The government of India has started an E-Shram portal for the unorganised sector workers. Work also needs to be done towards linking HBWs to various government schemes and for their inclusion in the Labour Codes.
- Creating and sustaining the existing livelihood of home-based workers. The methodology of work post COVID-19 is changing and there's an urgent need to understand and capture the changing nature of work.
- Capacity Building for livelihood, income etc. must also continue.

Regional Plan

- Seed Money and a revolving fund for HBWs is essential to promoting the economic capacity of workers.
- Campaigns on social protection, security, and recognition must be carried out.
- A targeted focus on capacity building in digital marketing and financial literacy is needed.

Group III: Nepal and Pakistan

Climate change:

- Implement rapid mapping to identify climate change challenges in, both, urban and rural settings.

- From the information gathered, a position and strategy paper should be produced to advocate for inclusion of home-based workers in urban and rural planning, policy formulation, and allocation of funding.
- Support to community-level training, as a part of continuous leadership programmes to encourage dialogues on disaster reduction.
- Work towards disaster preparedness (through the lens of economic sustainability) and foster economic resilience while working towards livelihood support (emergency funds).

Care economy:

- Launch a combined effort to establish community centres (inclusive of childcare facilities).
- Hold focus-group discussions (FDGS) involving families and HBWs in building awareness on care work and working towards a more equitable distribution of care work.

Country plans

Nepal:

- Increase visibility and representation of HBWs.
- Working towards the Ratification of C-190 and the inclusion of HBW worker voices.
- 16 Days of Activism shall be executed at the country-level.
- Revival of the Home-Based Workers Union.

Pakistan:

- Build pressure on the Government for Ratification of C-190. We aim to organise Webinar on C-190 at the national level,
- Universalisation of Social Security in Sindh was previously underway, but the processes have sped up due to Covid.
- Work towards a Minimum Wage Notification for garment and textile workers in Sindh and Punjab.
- Focus on the implementation of Glass Bangles Notification along with all organisations and unions which work in relevant sectors.

Regional level

- A Buyer-Seller meet must be organised at the South Asian-level around International Home-Based Workers Day.
- A campaign on Minimum Wage and Social Security which includes online activities.
- Continuous trainings on Violence Against Women and creation of communication material about Violence faced by Women at home/ workplaces.

After the Group Presentations, Phuntshok Chodden, the Chair, brought together the common thematic areas which emerged in the Presentations, culminating the session. This was followed by a Q & A Session.

Q & A Session, moderated by Ms. Namrata Bali- Strategy Advisor, HNSA

The question and answer round was open to any doubts, clarifications, questions any participant had in context of the Country presentations, Namrata Bali, the Chair for the session, opened the floor for discussion to all the participants.

Phuntshok Chodden: In 2019, a study was conducted by the National Council for Women and Children, Bhutan, for the accounting of the unpaid care work. This study approximated that the value of unpaid care work contributed, in 2019, to 10-15% of the GDP, of which 11% was contributed by women. Women are said to be doing 71% of unpaid care work, which is 2.5 times more than men. Women contribute 218 minutes, men only contribute 87 minutes. I wanted to know whether such a study was done in other countries?

Response By Laila Azhar: In Pakistan, the National Commission for Women conducted a very comprehensive study on economic and social well-being of women, and unpaid work. A similar study was conducted by the Commission on the Status of Women, Punjab, to assess the Social and Economic well-being of workers, wherein HBWs and other informal sector workers were targeted.

Additionally, in 2017-18 a Provincial HBW Survey was conducted by the government of Punjab. They are also pushing towards other provinces to have the same survey. Hopefully by June 2022, two other provincial surveys will be conducted. The Government of Punjab has allocated funds for the same.

Response by Firoza Mehrotra: There were some tiny studies done in India, but they are very old, so we can't rely on them anymore.

Response by Chandni Joshi: As early as 1981, Nepal was one of the pioneers to carry out an in-depth study on the State of Women. The methodology for this involved living in the rural setting with workers and women from different ethnic groups etc. This study showed that women work 10.5 hours a day compared to the 7 hours a day by men. In the subsistence economy, 56% of the contributions were done by women and girls. This is when social welfare initiatives for women, in Nepal, gained traction.

What is important to understand is that it is not only about work, it is about status. Once you're born a woman, you're responsible for all the domestic chores, caregiving for the old/young/cattle, taking care of the farm etc.

Women are a part of an unpaid barter economy where they don't get a penny in their hands. Rather than focusing on historical figures, we must focus on the injustices that women have to face in the name of care economy. Look at the treatment meted out to women. An older National Study in India showed that 59% of women accepted that they will be slapped if the food they served is not good. Women aren't even aware that they're being harassed.

Biological and Gender Roles are mixed up. Women conceive, deliver, breast feed etc. but the job of a mother is far more complex and comprehensive. The responsibility and blame always fall on the mother. We need to focus on basic elements, behavioural changes, gender roles, etc.

While dealing with the care economy we should be very careful, and we need to understand these nuances, it's not just limited to setting up child care centres at the community level. It's much deeper.

Question by Firoza Mehrotra: Question for friends from Pakistan, where we are in regards to the policy in Sindh? In the Punjab province, the act was passed, but I'm slightly confused? What is happening in the other two provinces which were mentioned. And these are all provincial policies, are there also going to be national policies?

Response by Laila Azhar: The rules have been finalised and on the basis of the rules, the registration process has been devised. Registration will soon be open for other districts as well in Sindh. In Punjab, the policy was approved in 2017. The law was sent to the Cabinet and it was approved to be presented in front of the Punjab Assembly. A tripartite discussion was carried out, certain edits and recommendations were made. The Law was presented but it went to the standing committee and they are reviewing it, currently. In Balochistan, the Policy and Home-Based Workers law have been finalised. It was a tripartite process and is to be presented to the assembly. Khyber-Pakhtunkhwa has approved the law but the rules are being formulated. With regards to the Federal Home-Based Workers Law, it will be presented to the National Assembly but it will only apply to Islamabad territory.

Response by Zehra Khan: The rules of the Home-Based Workers Act were passed in Jan 2020, in Karachi. It's open to everyone now, and the implementation process is ongoing. Forms of 4000 Home-based workers from different districts of Sindh have already been sent to the Labour Department for verification.

Question by Dr. Quratulain Bhakhteari: My question is to India. The expectation from the government to take responsibility for childcare is very interesting to me. I just want to know more about it and if it is feasible.

Response by Firoza Mehrotra: In India, State-supported childcare is available in different ways. We have a massive program called ICDS (Integrated Child Development Scheme) which targets children up to 6 years of age and provides supplementing nutrition, primary education, healthcare etc. There are, for instance, Anganwadis, which usually operate for 3-4 hours in a day, whereas if you have to provide childcare facilities, it has to be for longer than that. Some pilots with up to 8 hours of Anganwadi time for children have begun. There are a lot of private ones like the SEWA Creches.

Response by Namrata Bali: SEWA Academy documented that when the child care centres are according to the women's/ mother's working hours, the impact it has on her efficiency and productivity. We call it Adarsh Balwadi, and there's a document available about it.

Comments and Inputs by Namrata Bali: What one hears about Climate Change and Care Economy in other forums is so different. The understanding of our organisations, affiliates is so broad, which we tried to bring out. Weather conditions weren't talked about as a stand-alone theme, instead the implications of changing/ extreme weather conditions on HBWs were discussed. We had examples of *papad* rollers, incense-stick rollers, people working in manufacturing/ packaging in their homes, etc. Additionally, in many countries like ours work is also related to the weather. If it rains some things can't be done from home or the contractor won't give you work. Sometimes, the work gets prolonged or there's no work during specific months. Climate change impacts our work place, and our homes; it affects the productivity, efficiency and home lives of the workers.

Care economy isn't limited to the work the women do, but the position they hold in the society- the gender roles, the stereotyping, and how the status of a woman is affected when we talk about the care economy. An old study which was done by ILO nearly 10 years ago included diagrams and charts about women's work, women's income and women's assets. The first pie diagram showed that 67% of work in the world is done by women and 33% is done by men.

When women come for their training sessions, we make them list the things that they do, from the time they wake up. By taking their routine into account, one can gauge their work hours. The data shows that income is reversed- women put in 67% of the work, which yields only 10% income whereas men who do 33% of the work, get 90% income. The last pie chart in the study shows the assets held by women which amount to only 1%. When we carry out training sessions with women home-based workers, they see this pie-chart as a 'roti'; to earn the roti we work 67% but at the end of the day, we have only 1%. So, let's move towards making the Roti 50-50. The division of labour and the shift from traditional gender roles will involve a lot of work. Lot of mapping exercises and capacity building have to be taken up. Advocacy, campaigns along with new skill training, jobs, training in marketing etc. need to be carried out.

Third Session- Presentation of Consolidated Inputs for Annual Plan (2021-2022) chaired by Dr. Quratulain Bhakhtari

Navya D'Souza, Regional Coordinator, HNSA, shared the inputs to the Annual Plan (Annexure 5). After the presentation she reminded the Advisory Board that these were only inputs and that an Annual Plan would be drafted by the HNSA Secretariat.

Feedback Received:

Firoza Mehrotra: Thank you Navya, you've captured the essence of our thoughts very well. This is a very nice wish list, but we have to make it doable. It will depend on the kind of funding we have and it should be within the capacity and mandate of HNSA as a Network and not as an Organisation. Lastly, next Advisory Board Meeting, which is an

annual affair, let's not just review the excellent work we have done but also this plan that we made today as a result of this meeting. We must review it and see where we have gone and how we can carry out a course correction if need be.

Renana Jhabvala: A lot of work is to be done and that's very good. It is very well organised and we've done a lot of work this year. I also have the same feeling as Firoza ji, it's much too long a list- we can't do everything. Think about what you can do in one year since what has been chalked out is a 10-year programme. We must go through the whole plan and prioritise what is really important. Focus on what you can encourage the countries to do, and what you can do; what new things are we starting off and how much of it can be started off and carried through. The Annual plan is to be made from that.

Laila Azhar: Thank you for your insight and sharing all your work. I wanted to endorse what Firoza ji and Renana ji have mentioned. Since it's now a global phenomenon we should focus on what HNSA can do about feeding these issues at a global level. .

Zehra Khan: Just one addition, as HomeNet South Asia and HomeNet International we have to raise the complaint for a minimum wage and we have to focus on it. The main thing has to be the minimum or living wage. As a group, or as a regional or international body we have to demand this from our governments.

Secondly, we have to work towards a Complaint Mechanism. Since, if we build one, HBWs will be able to complain and seek solutions. Currently, we are focusing on an arbitrary committee where a HBW can go and make their complaint against their Contractor / Employer.

Chandni Joshi: Thank you Qurat ji but there's one unfinished agenda as Navya has presented a plan of action and there are a lot of comments on it. How much funds do we have and how much has been raised? Additionally, Namrata Ben said that climate change is very close to our hearts. Climate Change isn't just greenhouse effect and such words, for us it's water, fuel, fodder for the women that is more important for us.

Closing of the Advisory Board Meeting by Chandni Joshi

Ms. Chandni Joshi thanked everyone- the Advisory Board, the HNSA team etc. She concluded the session by reminding us that the HNSA's backbone was its membership and the home-based worker sisters it represented. She emphasised that HNSA should continue working together, in solidarity. With this, the sixth Annual Advisory Board Meeting came to an end.

Annexure 1: Agenda Sixth Advisory Board Meeting

October 6, 2021

2pm – 6.15 PM (IST)

October 6, 2021	
2PM – 3PM (IST)	First Session- Inaugural and Presentation of HNSA's Progress <i>Chair- Chandni Joshi</i>
2.00 – 2.05PM	<ul style="list-style-type: none">• Opening of the Advisory Board Meeting <i>by Chandni Joshi, Enforcer, HNSA</i>
2.05 – 2.10PM	<ul style="list-style-type: none">• Welcome and a few words by Strategy Advisor, HNSA, <i>Namrata Bali</i>
2.10 – 2.15PM	<ul style="list-style-type: none">• Moving Ahead This Year <i>by Renana Jhabvala, Chair, HNSA</i>
2.15 – 2.30PM	<ul style="list-style-type: none">• Introduction of the Participants
2.30 – 2.32PM	<ul style="list-style-type: none">• Confirmation of Minutes of Last Advisory Board Meeting <i>by Navya D'Souza, HNSA</i>
2.33 – 2.55PM	<ul style="list-style-type: none">• Presentation of HNSA's Progress Report 2020-2021 <i>by Navya D'Souza, HNSA</i>
2.55 – 3.00PM	<i>Closing of Session</i>
3:00 – 3:05PM. Health Break	
3.05 – 4.05PM (IST)	Continuation of Session-1 <i>Chair- Namrata Bali</i>
	Two Achievements In The Past Year- 5 Minutes Each (Pre-Planned Presentation)
3.10 – 3.20PM	<ul style="list-style-type: none">• Country Update- Bangladesh• Country Update- Bhutan
3.20 – 3.30PM	<ul style="list-style-type: none">• Country Update- India• Country Update- Maldives
3.30 – 3.40PM	<ul style="list-style-type: none">• Country Update- Nepal

ANNEXURE 2: List of Participants

BOARD OF TRUSTEES
Chandni Joshi
Renana Jhabvala
Phuntshok Chhoden
Dr. Quratulain Bakhteari
Niteesha Muthoor
Namrata Bali

ADVISORY BOARD MEMBERS
Kezang Dolkar Dorji
Aminath Abdulla
Dinusha Rajarathna
Janaka Hemathilaka
Quazi Baby
Khondker Rebaka Sun-Yat
Repon Chowdary/Farida Khannum
Manali Shah
Dhaneswari Behara
Sristi Joshi Malla
Aashma Bhatt
Goma Pandey
Gohar Sajjid
Zehra Khan
Ume Laila Azhar
Firoza Mehrotra
Rhonda Douglas
Jahnavi Dave

HNSA TEAM MEMBERS
Navya D'souza
Renu Golani
Shital Vagdiya
Rekha Sharma
Kamayani Chauhan