

**Understanding the supply chain**

**Sharing and learning workshop**

**Wiego with HomeNet Pakistan**

**And**

**HomeNet South Asia**

**9th-10<sup>th</sup> April, 2012**

**Sun Fort Hotel**

**Lahore**

**Facilitated by**

**Elaine Jones, Director Global Trade Programme, WIEGO**

**Dave Spooner, Consultant WIEGO**

# DAY I

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## **Purpose:**

The workshop was to initiate a pilot the map a sample of supply chains of Home Based Workers with HomeNet Pakistan in collaboration with WIEGO and HomeNet South Asia. The purpose of the exercise was to gain a better understanding of:

1. Which supply chains the HN members are engaged in as well as
2. What services and other interventions the HN affiliates provide to their home based workers members.

## **Objectives:**

The objective was to review the information already collected from members, identify the gaps in the information and to plan further research by HNP members with home based workers to build an understanding of the supply chains that they are involved in.

## **Introduction:**

The workshop started with the introduction of all the participants and resource persons. Each participant introduced themselves along with the organization they are associated with.

## **Session 1**

### **Supply chain:**

Elaine Jones, Director of Global Trade Programme, WIEGO explained the concept of supply chain to the participants. She explained that it is a system of organizations, people, technology, activities, information and resources involved in moving a product or service from supplier to customer. She further explained that supply chain activities transform natural resources, raw materials and components into a finished product that is delivered to the end customer.

### **Supply Chain Mapping:**

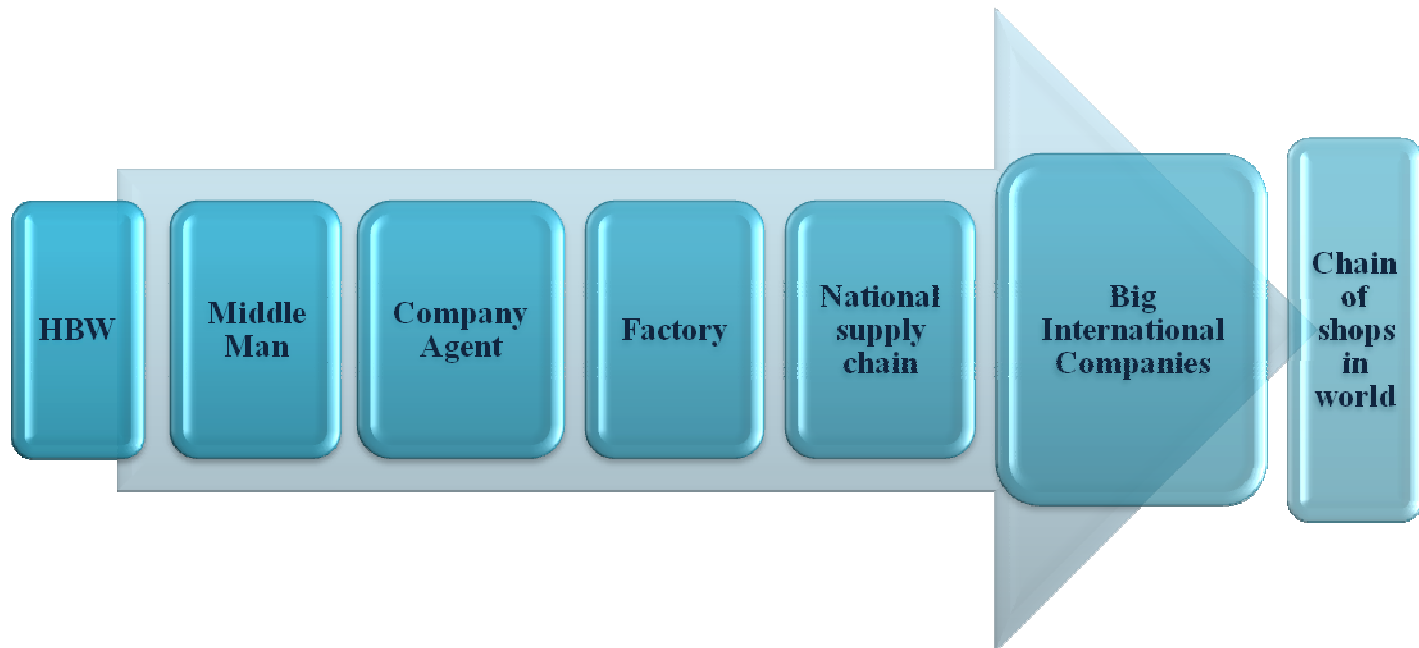
In continuation of the session on supply chain Elaine discussed the Supply Chain Mapping explaining the steps involved in producing a product and reaching to the end customers with the point of view of addition of margin at all stages.

Elaine Jones, asked each participant to share:

- (a) Which supply chains the HN members are engaged in as well as
- (b) What services and other interventions the HN affiliates provide to their Home Based Worker members.

(c) This supply chain may be short or long. The idea is to understand how many HBWs are in which supply chains whether they are own-account or piece rate. The supply chain may be domestic, regional or international.

Dave Spooner, Consultant WIEGO further explained how the supply chain works giving the following example:



### Participants' Feedback:

Over the questions asked by Elaine Bren, as to which supply chains the HN members are engaged in as well as what services and other interventions the HN affiliates provide to their Home Based Worker members participants' responded about their organisation.

Sana Hakeem representative of Hosiery Garment and Textile Workers General Union Karachi informed that they are supplying product through middle men, this decreases our income. *"We want to be clear on supply chain mapping to reduce the role of middle men less and less. We have also made our group for having better position in collective bargaining."* Rehana Yasmeen from the same Union added that since now they have setup their union so they are in a position also to contact with the market and get orders directly. Rehana Yasmeen also shared her experience that she stitches towels and works in a group and demanded middle man to increase the rate/wages. He refused to do so. All the workers of the area stopped the work as protest. As a result the middle man has to raise our wages. She further added that *"I believe that we will not be in a position to get our demands of social security, reproductive health facilities and pension etc till we move toward unionization"*.

Hameeda Sikandar, General Secretary, Women Welfare and Development Association (WADA) informed that she is in the work of Incense sticks (Agerbati) making and the order work is given by a

middle man who has more sympathy and support with the shopkeeper and the market. This is because they do not have bargaining power. Moreover she added that at the event of 8<sup>th</sup> March the International Women Day they held an exhibition in consultation with a local market union. Lot of people came to visit the exhibition but the sale was too little as they thought the prices are higher than the market, moreover they could find more variety of designs there.

Sapna Joshi, Regional Coordinator, HomeNet South Asia at this point said that HBWs should have a constant link with the markets and market unions/associations etc. to be aware of latest fashion trends, designs, colours and other marketing techniques. Ms. Elaine added that there is an information gap that needs to be filled and can be done with your supports and experiences. We have to improve our work and link it with supply chain that is establishing a direct link with the market. We have to make this gap less and less with sharing information and making strategies.

Shaista Bibi, Chairperson Hazara Phulkari Centre Haripur informed that we work in Phulkari Tanka (a traditional stitch of KP area) and have set up or group of 300 women. *We have direct access with the market and now we are in the process of searching markets in India and Sri Lanka for our products.*

Nazli Javed, Coordinator Labour Education Foundation, Lahore informed that we impart labour education, information and awareness to both formal and informal women and men workers. Women Home Based Workers are our special intended group. *We organize them; arrange dialogue with the government on their rights health services and social protection.*

Shameem Sarfraz, President, Hyderabad Bangle Workers' Association informed that a woman make 8 dozen sets of bangles in a day and gets only Rs.3 for one dozen thus earn only 25 to 30 Rupees in a day. She also informed that they have to buy some of raw material from Karachi, 165 km from Hyderabad. Since the weather of Hyderabad is most suitable for bangle making so they cannot shift their work to Karachi. If the colour of the bangle a little changed, the whole work is rejected and the workers have to bear all loss.

Asma Rehman, Executive Director Labour Resource Centre Lahore while sharing her experience informed that she has 250 registered workers who stitch buttons on shirts and get only Rs.5 for stitching buttons on one dozen shirts. Our major issue is the marketing. Our organization them held a survey of the market and imparted training to women and girls in mobile repair. Now some of them are able to earn even Rs. 300 a day. Some of women work on stitching beads on ladies suits. They get only Rs.25 for stitching 2500 beads on a suit or a (dopatta) head-wear. They have to keep beads in their mouth that make easier to stitch on cloth one by one, taking out from their mouth. That causes various skin and other diseases. Their work is mostly seasonal and in off season they had to face very hard time.

Mehak Butt, President Women Workers Federation, Multan informed that she is having 150-200 workers who do the work of designing and embroidery on the upper of ladies shoes. The worker is given Rs 25 for one pair and the middle man gets 100 rupees. She also shared an interesting example that some of her workers use to prepare decorative lowers for Rs. 20 per piece. Once they got a bulk order to prepare flowers. One of the workers just followed the middle-women as where she supplies the flowers and for how much. The shopkeeper who used to get from her informed that he pays Rs.150 to that middle-woman for one flower. Mehak then added that we should have our own shops, contact boutiques, holding exhibitions and introduce our products direct to the families who are preparing for

their girls' dowry. She also inform that usually these women did not considered them as Workers, but with the intervention of HNP they have come to know a lot about their rights as labour or workers.

### Categories of HBWs:

Various categories of HBWs were discussed that include piece rate workers, own account workers and industrial workers. All these workers face the issues of use of material and machine, productions processes and marketing techniques. All the participants were then given a task to reply the following questions:

- Who are we?
- Who are our members and how many piece rate workers and how many own account workers
- What support and services do we provide
- What is our role

Rehana Yasmeeen informed that she is General Secretary of the Hosiery Garment and Textile Workers General Union. They have 2500 members at Karachi, NawabShah and Hyderabad. 1500 are piece rate workers and 1000 work own account bases. We also give awareness to them on their rights and the policy on Home Based Workers. We have started adult education classes. My role is to take care of all programs and organize work. We have our monthly general body meeting and annual election.

Shamim from Hyderabad bangle association informed that she has 40 workers, 38 on piece rate and 2 on own-account. We contact market directly, show the samples and book orders. I work as moderator between shop keepers and HBWs.

Mussarat Jabeen Naz from Social Welfare Society Satyana Bangla Faisalabad said that she has been working since last 15 years. She has established women worker center where 50 workers come and get training. I am the chairperson of the organization. *We are working order work for boutiques. We are also having disable women workers to work on order.*

Mehak Butt informed that she 300 members out of which 200 are Home Based industrial workers, 5 work as own account and rest are the piece rate workers Women get work from middle men, boutiques and individual orders. She said that *We have organized four groups sectors and started keeping record of work.*

Shaista Bibi from Hazara Phulkari Center told that she has 300 workers. 10 of them work as own account and rest are the piece rate workers. I organize the work. We buy raw material from Multan. She has been working since last 10 years and get work from Saba and Sungi too. She also sells the product at Behbood, Hawwa, Aahan and other boutiques at Islamabad. During one month of harvesting no other work is done.

Hameeda from WADA informed that 690 piece rate workers and 10 won account workers. They prepare bangles, beri, jewelry, Agerbatti and mobile cover and get this work through middle men. They prepare one of the most popular brands of Metro Millam Agerbatti in Pakistan. The chain is workers to middle man to company.

Nazli from LEF informed that they are in the work of education and literacy and have registered 330 HBWs. They have proper data and documentation of that.

Irfana Abdul Jabbar General Secretary Home Based Workers Bangle Workers Union Hyderabad told that they have 2600 workers that have been divided into 72 sectors and all are working for piece rate work. The work comes from factory through middle men and through union. These bangles are sold all over Pakistan and exported to Srilanka and India. The union keeps all the record of work and meetings. The workers work for well known companies of Al-Amna Glass, Quad Glass Bangle and Sohail Glass Bangle.

Asima Rehman of Labour Resource Center informed that she has set up 6 groups in 6 Town of Lahore and give them awareness about market and provide order work. She has 1000 members and 250 HBWs out of which 240 are piece rate workers and 10 on own account work. The order work is taken from market through middle man and the products are also sold in the exhibitions.

Shamim Akhtar from Bullah Shah informed that her organization is a membership based organization established in 1970. *The work comes from middle women from various cities of Punjab. The orders are also booked at homes and local markets. Now we have aware of entering in world market through this supply chain workshop.*

## **GROUP WORK:**

### **Hosiery Garment Textile Workers Union Karachi:**

	No of HBWs
No of HBWs Workers	2500
Piece Rate Worker	1500
Own Account Workers	1000

Hosiery Garment Textile Workers Unions Karachi is working on the following areas

- Rights
- Awareness
- Literacy

**Bangle Workers Association Hyderabad:**

	No of HBWs
No of HBWs Workers	40
Piece Rate Worker	38
Own Account Workers	2

**Social Welfare Society Faisalabad:**

	No of HBWs
No of HBWs Workers	50
Piece Rate Worker	50
Own Account Workers	0

**Women Workers Federation:**

	No of HBWs
No of HBWs Workers	300
Workers	200
Piece Rate Worker	195
Own Account Workers	5

**Hazara Phulkari Center:**

	No of HBWs
No of HBWs Workers	300
Piece Rate Worker	270
Own Account Workers	30

Hazara Phulkari Center (HPC) provides the material, and helped in building linkages with Sungi. HPC also helped in selling their products to big boutique of Islamabad and also HAVA and Behbud.

### **Women Welfare and Development association (WADA) Karachi:**

	No of HBWs
No of HBWs Workers	700
Piece Rate Worker	690
Own Account Workers	10

The HBWs associated with WADA are linked with Garments, silks, bide, embroidery and carpets work which is then exported to Asia, Europe, Turkey and Saudi Arabia. Moreover the HBWs also make sale of incense sticks to the Local Middle man and company representative contractor Metro Milan incense company.

### **Home Based Women Bangle Workers Union Hyderabad:**

	No of HBWs
No of HBWs Workers	2600
Piece Rate Worker	2600
Own Account Workers	0

The representative of HBWBWU Irfana Abdul Jabbar informed that Labour Education Foundation has helped in forming this Bangle Worker Union. In Bangle industry the workers had direct relationship between workers and the factory. She informed that LEF conducted research through which it was learn that bangle industry involves 350 crafts of home based work. Moreover the markets for the bangle industry includes

- Allama glass bangles
- Al Qadoos
- Sohail bangles

### **Labour Resource Center:**

	No of HBWs
No of Workers	1000
No of HBWs	250
Piece Rate Worker	240
Own Account Workers	10

General Information	
LRC provides	Organizing, legal aid, training, market linkages
Work HBWs associated with	Jewelry, embroidery appliqué embellishment
Market	Shalimi wholesaler Lahore

**Bhullah Shah Foundation Lahore:**

	No of HBWs
No of Workers	350
Piece Rate Worker	300
Own Account Workers	50

Bhullah Shah Foundation further shared that the HBWs associated with the organization are stitching the gift bags for wedding for which fabric is imported from china.

## DAY II

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### Recap:

During the recap the participants from different parts of the country shared that they had found the workshop effective. As one of the participants Sana Hakeem from Hosiery Garment Textile Industry Karachi said that “It was good to know all about supply chain, especially to know through Internet that our products are sold in the world renowned stores”.

Shamim from Bullah Shah Foundation (BSF) added that “Previously we did not know where our products are sold.”

Maryam a HBW associated with BSF said “Our products are very famous in other countries but it’s sad to learn that nobody know us.

Hameeda from WADA shared that “It was interesting to know that Mr. Dave visited our store Bareeze in London. And it is important to make a link between market and trade unions/trade associations.”

Mehak from WWF Multan gave her feedback that “The presentations made by participants in groups was an interesting experience and gave a chance to those who have never addressed the people before. We came to know a new idea and process of supply chain.”

Asma Rehman from Labour Resource Center said that “there is a need to develop a direct link with the factory or the market/shops where our products are sold”

After the feedback about the Day I proceeding Elaine Jones continued the next day proceedings by emphasizing that it is important to keep in mind as how the problems should be solved and address the work hazard, issues of buying raw material, issues of wages and many more. She further added that today we shall do an exercise to address our problems.

### Overview of HomeNet South Asia:

Sapna Joshi, Regional Coordinator Home Net South Asia (HNSA) gave away the overview of HNSA. HNSA is a Regional network of Home Based Workers (HBWs) organization in South Asia. About 290 organizations are with HNSA through National Network in Bangladesh, India, Nepal, Pakistan and Sri Lanka. It has evolved as a focal point and the collective voice of the home based workers in the South Asian region. The strength of the HomeNet lies in its grassroots membership and the technical support it extends to its members. At the same time HNSA carries the voice of the home Based Workers at the National, Regional and International levels, to influence legislation, policies and programmes.

There are about 50 million home based workers in South Asia and approximately 80 % are women. The year 2000 was a landmark year for home based workers in South Asia, when Kathmandu Declaration was adopted and formation of Regional Network was demanded.

To achieve the goals of the Kathmandu Declaration, the objectives of HomeNet South Asia were developed. The objectives included making visible- home based workers and their issues, advocating for national policies, strengthening grassroots and membership based organizations of home based workers, creating and strengthening South Asian network of home based workers.

As a Regional Network; HomeNet South Asia emphasizes on the advocacy to highlight the issues of home based workers, creates awareness among network members and sensitizes the policy makers.

Besides policy advocacy, other issues like social protection, data collection on HBWs, skill up gradation and market linkages are also addressed as a part of National Policy.

### **Objectives of HNSA:**

The Objectives of HomeNet South Asia are

- 1) Make home based workers and their issues more visible
- 2) Advocate for National Policies for home based workers in each country
- 3) Strengthen the grass roots and particularly the membership-based organizations of home based workers in each country
- 4) Create and strengthen the South Asia network of home based workers and their organizations

### **Role of HNSA:**

1. Make HBWs visible
2. Research Studies
3. Livelihood, training and capacity building
4. Social protection
5. Data collection
6. Exchange of experiences and information
7. Solidarity

### **Kathmandu Declaration Adopted -2000:**

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

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

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

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

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

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

## **HOMENET PAKISTAN OVERVIEW:**

Ume Laila, Executive Director HomeNet Pakistan presented the overview about HNP. 'Home-based worker' refers to the general category of workers, within the informal or unorganized sector, who carry out remunerative work within their homes or in the surrounding grounds. However, the term 'home-based work' encompasses a wide diversity. Home-based workers do piecework for an employer, who can be a subcontractor, agent or a middleman, or they can be self-employed on their own or in family enterprises. They can work in the new economy (assembling micro-electronics) or the old (weaving carpets). Home-based workers are not confined to the developing countries only but are found in developed countries as well. It is estimated that there are over 100 million home-based workers in the world and more than half this number are in South Asia – of whom around 80% are women.

The home-based women workers living in almost every low-income urban locality in the country, as well as in remote rural areas, are amongst the most exploited group of workers today. They constitute

a major segment of labour deployment in the informal sector of the economy. Bulk of these worker producers live and work in 'on-the margin' survival conditions and do a variety of jobs for industries, traders, markets and general consumption. As a workforce, home-based workers have remained largely invisible.

However, unlike some of their formal counterparts, those working informally have no cushion to fall back on. Respondents reported being forced to overwork, take on additional risks, cut back on expenditure (including food and health care), and still saw their incomes decline. The evidence strongly suggests that the global recession is pushing informal workers and their families further into impoverishment. It was the high time to have a sample survey, the representative one with the home-based workers to peep into their problem affected by the global economic crisis.

In Pakistan due to gender discrimination against women in work roles as well as social restrictions on mobility, women have a relatively poorer access over education, skill training and health facilities as well as over labor markets despite having all potential do quality work as efficiently as of men, sitting at their home. Yet their access to productive resources, increase their income, improve their health and social status is more limited as to men.

HomeNet Pakistan (a network of organizations formed to raise awareness about the economic, social, domestic and other working conditions of home-based women workers who comprise 70% of the informal workforce contributing towards the country's economic activities) believes that home-based women workers need to be recognized as laborers instead of considered as a poor, deserving and insignificant part of the society. They must be considered as producers and artisans. Their productivity has to be increased by imparting skill development training, improved technologies, direct access to credit schemes, effective marketing opportunities of their products and putting them under some trade/labor policy of the country. The home-based workers also need to be adequately reflected in national statistics and recognized as workers in the labor laws of the country, thus making them eligible for social, economic and legislative protection. They need support in information, knowledge, capacity building – developing contacts, presenting issues, advocacy skills, designing and marketing etc. Here organizational strength is required while making efforts to strengthen home based workers; creating linkages, networking, capacity building and advocacy.

## **SUPPLY CHAIN INFLUENCE:**

Dave Spooner explained as to how the supply chain influences. Some time middle men have further their middle men. He said that *“We can take the example of Towel which is exported in the world and very small portion is done here by HBWs. The value is added at various stages and then final product is reached to the end user. This is important that HBWs should either setup their own organization or join some other trade union etc. Thus they can make their work better and earn more. Their work will be more professional. The trade unions have made a cycle of their four basic principles and points:”*



**Grievances:**

To understand the issues and problems including low wages, poor working conditions etc.

**Hope:**

Giving a hope to the workers that when they will work together and unite. financial condition of the groups would be better. At this point Hameeda Sikandar gave the example of her visit to Nepal that got a great hope to work together and demanded the middle man to increase wages and finally they got it.

**Action:**

It should be kept in mind that no one else will work on your behalf. You will have to make efforts at your own. Some time the things can be improved starting from a small act. Rehana Yasmeen at this point said that to increase the wages our union workers stopped working as protest till these are increased. Dave added that it is an extreme act. Start with confidence and them strength. Strike is the last action. First we need to organize ourselves. You can use media, press conference, signature campaign, demonstration,

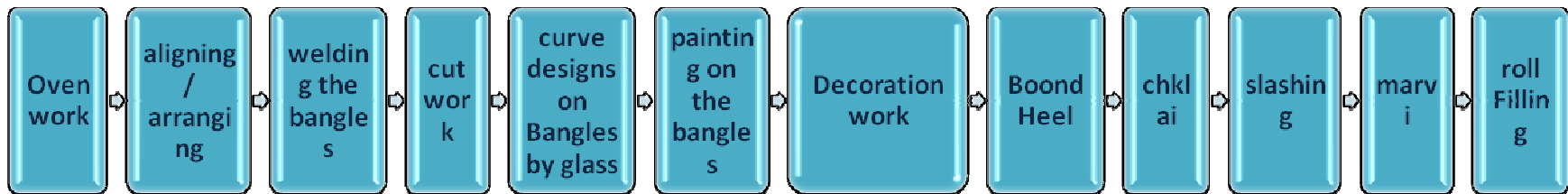
**Confidence:**

Confidence strengthens the hope and action.

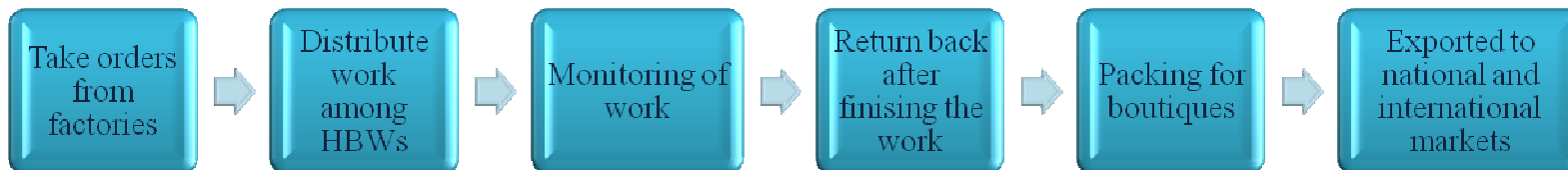
## GROUP WORK:

### Supply Chain Mapping Exercise:

#### Home Based Women Bangle Worker Union:

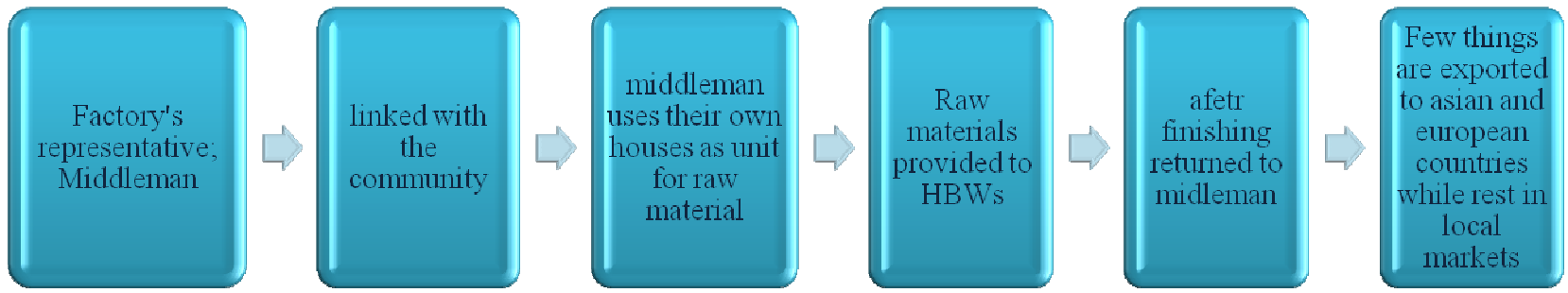


#### Bullah Shah Foundation:



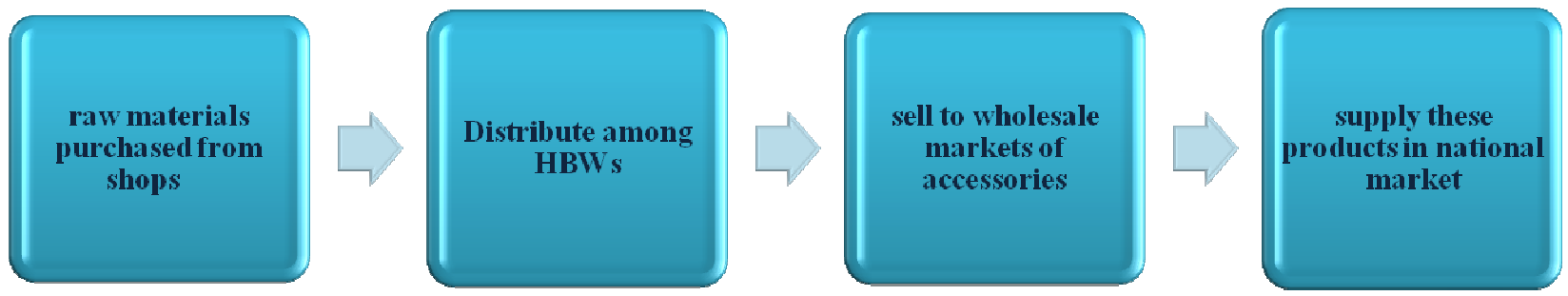
#### WADA And LEF:

Work: pastille, carpet weaving, battery, shoe embroidery, jewelry making, garments, Handicrafts, Mobile cover making and decoration strings.

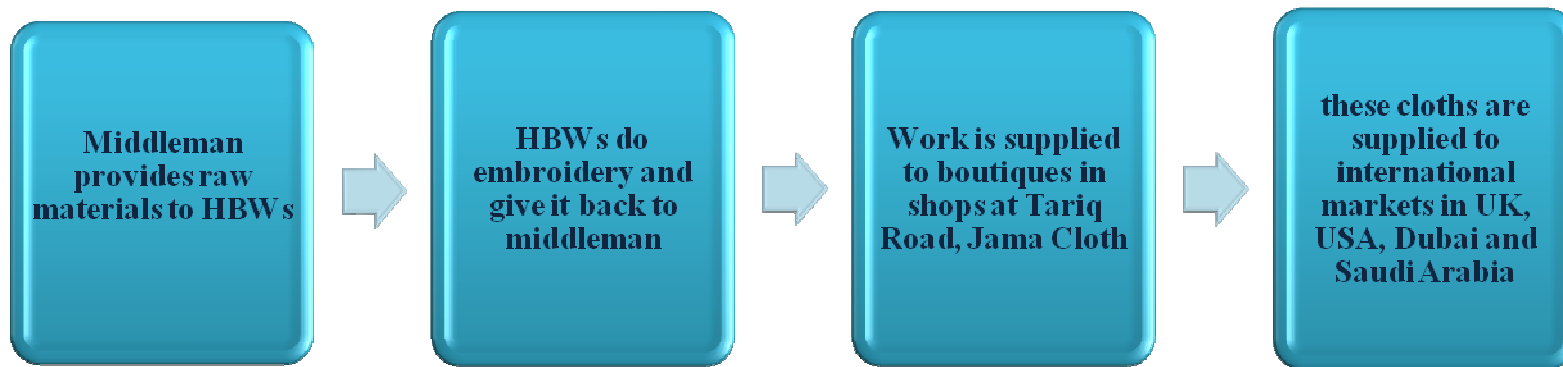


**Hosiery Garments Textile Worker Union:**

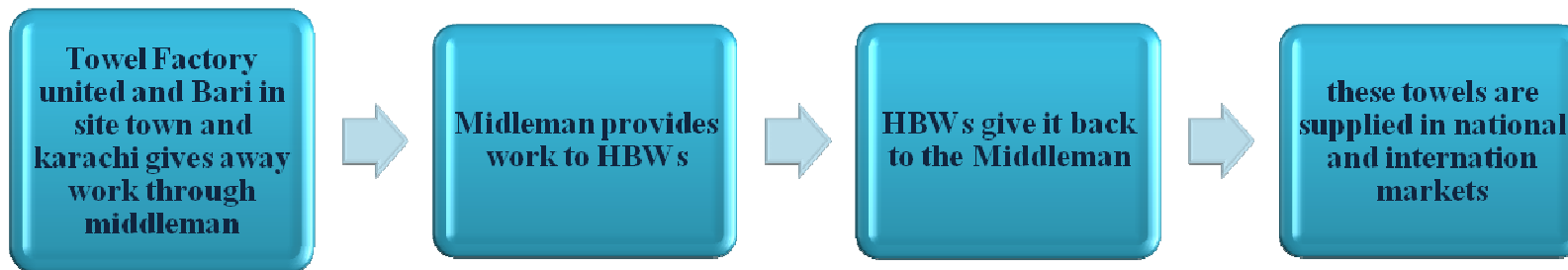
Accessories for vehicles, own account



Handmade embroidery, Piece rate workers



Towel stitching: Piece rate work

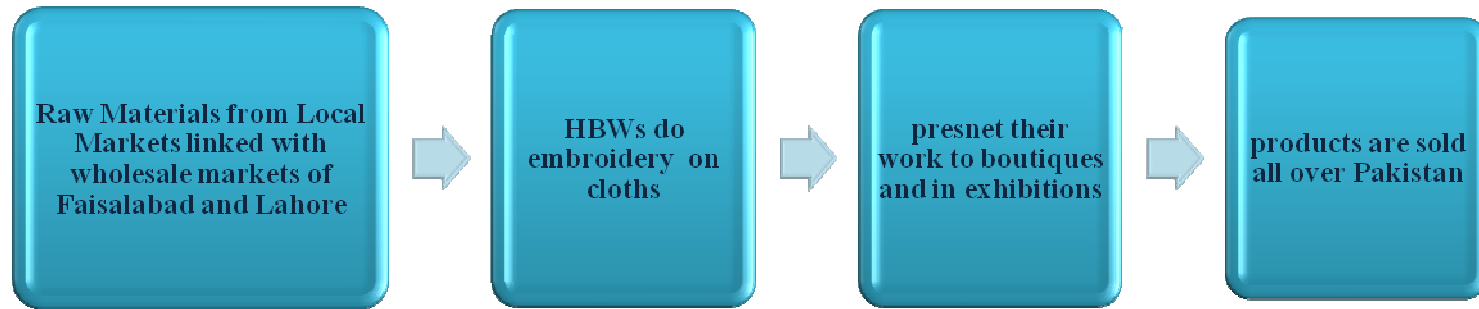


**Lanhga Group & Hazara Phulkari Center:**

Lanhga Group



Hazara Phulkari Center



## **ETHICAL TRADING INITIATIVE:**

Elaine Jones explained the ethical Trading Initiatives as Base Code applied to Home workers

### **ETI Base Code 1: Employment is freely chosen.**

- Home workers must not be subjected to forced or bonded labour.
- They must be carrying out homework on a voluntary basis.
- Their wages should not be withheld or delayed, and they should not be forced to work to pay off their debts.

### **ETI Base Code 2: Freedom of association and the right to collective bargaining are respected.**

- Home workers have the right to establish or join organizations and trade unions of their own choosing, to participate in the activities of such organizations, and to engage in collective bargaining on issues related to their work.
- Home worker representatives, or those organizing home workers, should not be discriminated against

### **ETI Base Code 3: Working conditions are safe and hygienic.**

- A safe and hygienic work environment should be provided, taking into consideration existing knowledge of the industry and any specific hazards.
- Adequate steps should be taken to prevent accidents and injury to home workers arising out of their work, by minimizing the causes of hazards inherent in the working environment, and enhancing their health and wellbeing.
- Home workers should receive regular and recorded health and safety training.
- The company observing the code should assign responsibility for health and safety of home workers to a senior management representative.

### **ETI Base Code 4: Child labour shall not be used.**

- Companies should develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.
- Children and young persons under 18 should not be employed at night or in hazardous conditions.

**ETI Base Code 5: Living wages are paid.**

- Home workers should be paid rates equivalent to or greater than the minimum wage defined in national legislation or industry benchmark standards, whichever is the higher, for all work carried out.
- Where there is no minimum wage defined for homework, the rates should be equivalent to the minimum wage defined for a factory worker doing the same task.
- Home workers should be paid promptly and given an itemized pay slip indicating the piece rate of pay and the amount, cause and nature of deductions. Where possible, home workers should be given a clear written agreement of terms and conditions of employment.
- Home workers shall not be offered lower rates of pay than factory workers doing the same work.

**ETI Base Code 8: Regular employment is provided.**

- Home workers should enjoy social security benefits and holiday/maternity pay, etc, comparable to other workers, even where these are not a statutory requirement for home workers.
- Wherever possible, retailers should endeavour to ensure a regular supply of work and should communicate anticipated fluctuations of business at all levels.

**ETI Base Code 9: No harsh or inhumane treatment is allowed.**

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- This includes any form of coercion related to work at the household level.

## GROUP WORK:

Group work was conducted with the participants in which each group was asked to present the factors that these HBWs could tap to resolve their issues.

Meanwhile Dave Spooner identified the big organizations that receive products of these HBWs that are supplied through intermediaries. Like many of the HBWs named some of the Boutiques they just knew the name. Using internet that Dave identified the organizations with their profiles.

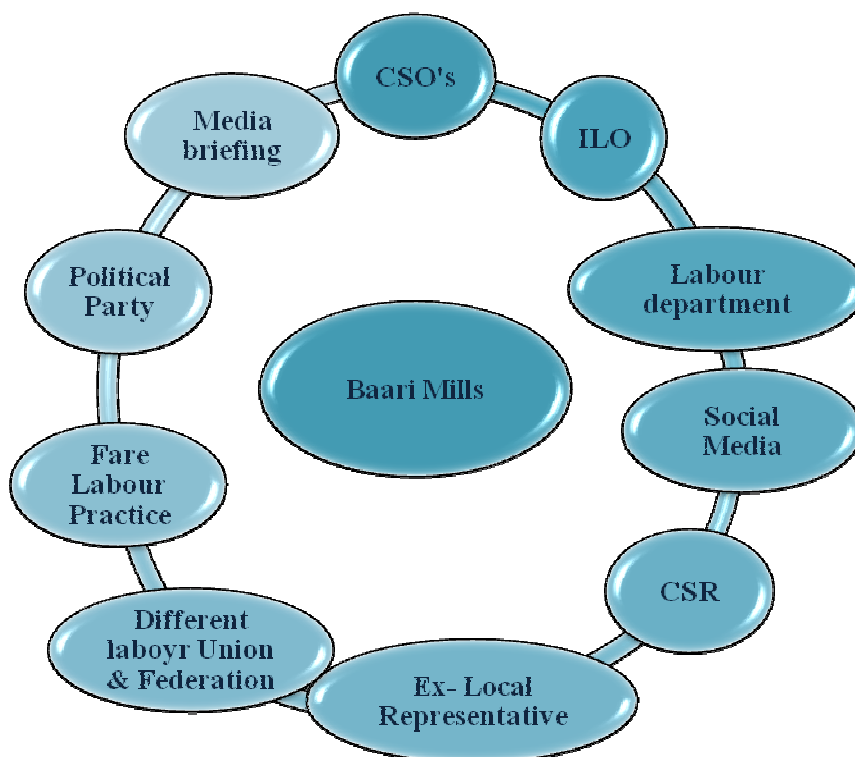
Like one of the participant named Reet Boutique whose profile says that they sell hand made things. Their products are prepared by the HBWs all over Punjab and they are paid properly.

Same way Dave searches another brand Aroshi that is for lawns and Voils. Bareeze was another one for whom HBWs work were present in the workshop, it was learnt that this brand have outlet in Manchester as well.

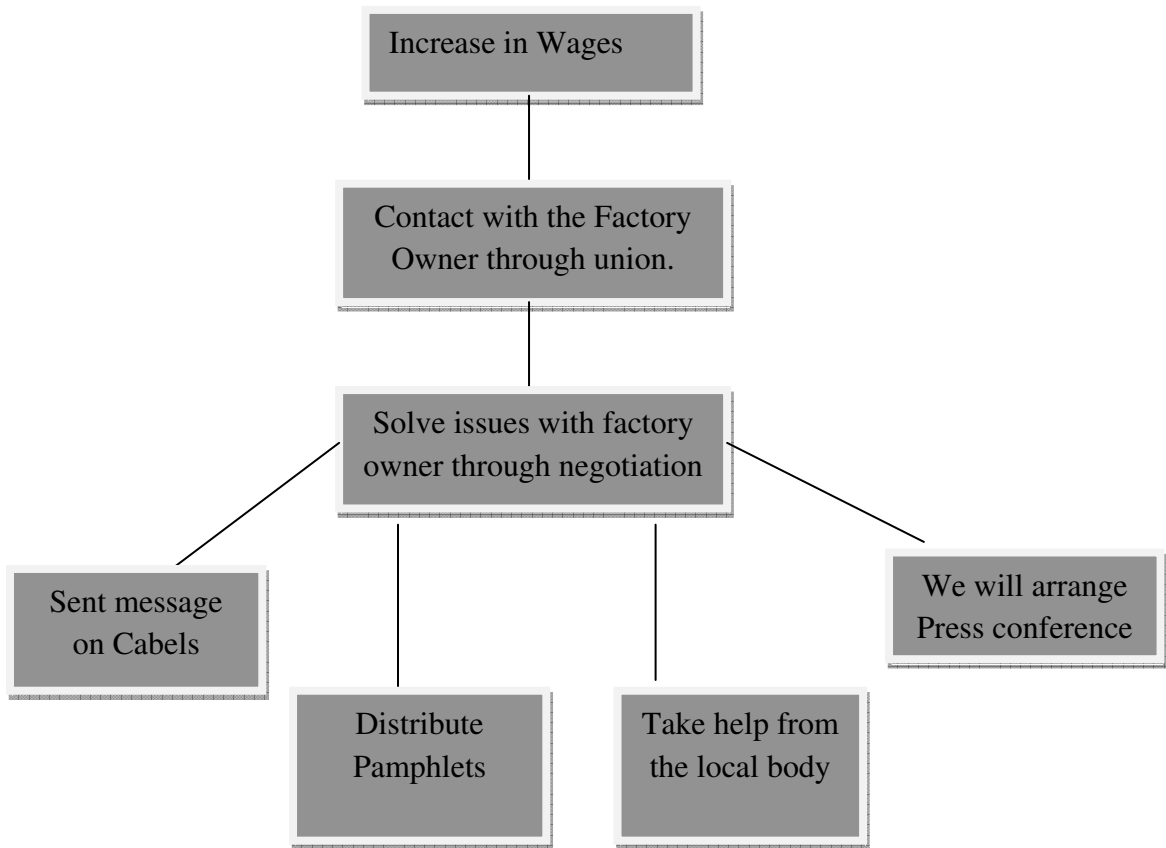
It was also identified that Towel stitched by HBWs for Bari Mills were exported to big brands in international markets like Li and Fung. Other identified brands names were Sana Safinaz, Mr Denim Pvt Ltd, Jhon Deere.

## GROUP I:

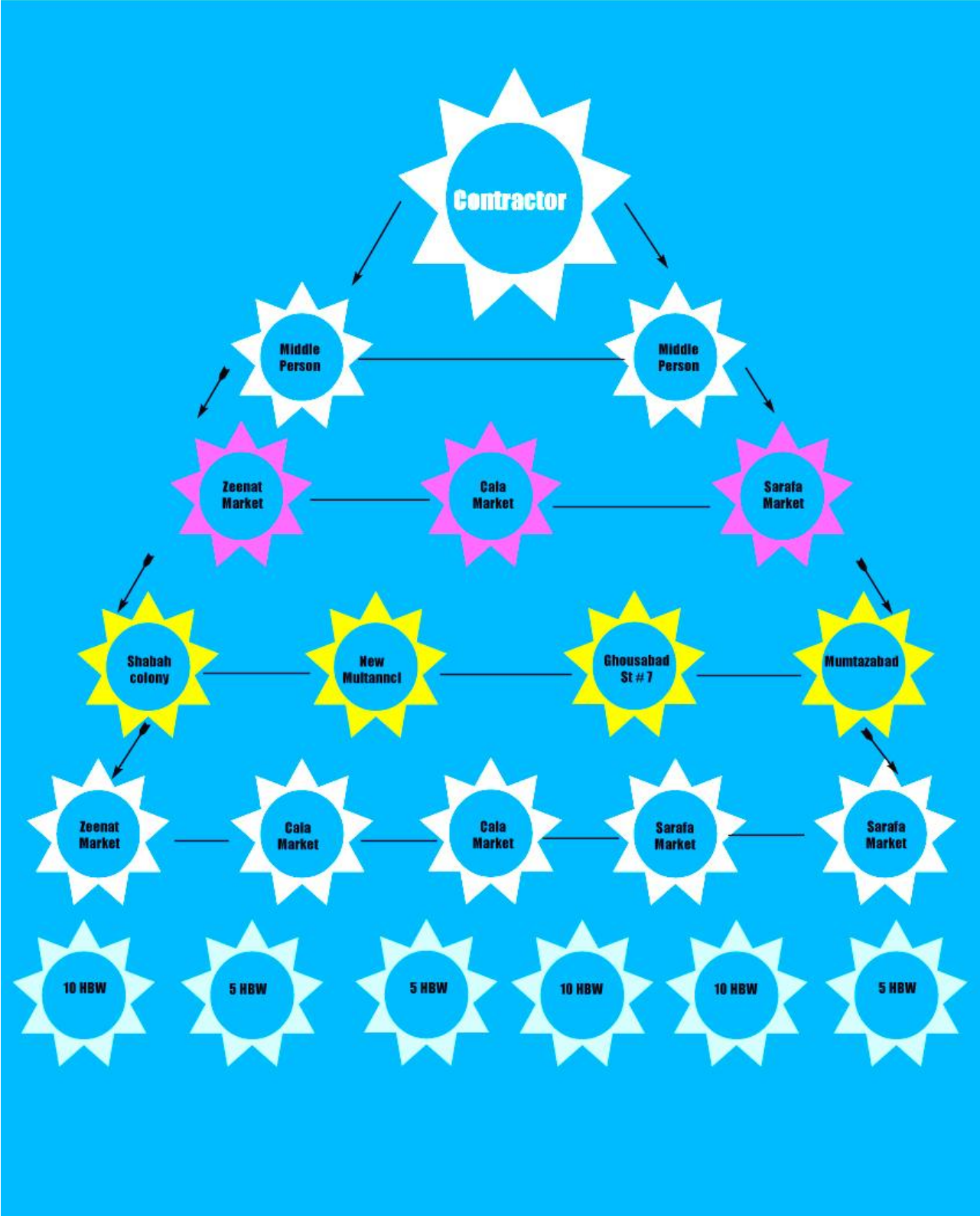
Group I highlighted the factors that they could involves pressurizing one of the biggest towel factories that is exporting its products all over the world.



**GROUP II:**



**GROUP III:**



SMALL GROUP WORK: DEFINING RESEARCH QUESTION:

- 1- From where the products come?
- 2- Where it goes?
- 3- For which it is made?
- 4- Who are the end users?
- 5- Who are the intermediaries?
- 6- Check with HBW that at what price it should be sold? Nationally/ Internationally
- 7- Time line for the complete product?
- 8- How many people are in the supply chain to make the entire product?
- 9- How many family members engaged or any other member in community?
- 10- How do you see to improve your coordination? E.g. wages/ living condition.
- 11- Do you understand what is organizing?
- 12- Seeking solution from HBWs themselves?
- 13- Who is making how much profit in the supply chain? & who is earning maximum profit?

## **FEED BACK:**

- 1- Gain information through experience sharing.
- 2- Learned to consider high and low risks while designing campaign.
- 3- Learned about the value chain that it reaches to internal levels.
- 4- The discussion would be help in unionization.
- 5- Negotiation directly with companies.
- 6- Learned to keep ground realities.
- 7- Learned the role of WIEGO and HNP.
- 8- Come to about the access to internet and approach the companies internationally.
- 9- Need felt to implement responsibilities being an organization to built trust of the factories to eliminate the role of middle man.
- 10- Acknowledge the role of internet access.
- 11- Support of HNP for negotiation.
- 12- Could HNP play their role of guarantee?
- 13- The SEWA provide support in getting micro credit same process should be replicated in Pakistan.
- 14- There is need to ensure punctuality.
- 15- We need to organized & increase membership.
- 16- Learned the process to move upward step by step.
- 17- HNP prepared literature including all the success stories as well as in cooperative of members list distributed among the whole groups.
- 18- Technical support from HNP and HNSA information and strategic plan.

# **ANNEXURES**

Annexure I:









## Annexure II:



## Supply Chain Research Workshop

Date: 9 -10 April 2012

Venue: Sunfort Hotel Lahore

Sr.	Name of participants	Organization	Designation	Postal Address	E-mail	Phone/Mobile/ Fax
1	Javed Pasha	HNP	S.P.O	Lahore	<a href="mailto:Javedpasha7@yahoo.com">Javedpasha7@yahoo.com</a>	0321-4971057
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14	Maryyam Bibi	Bhullah Shah Foundation	Worker	Awan Chowk		0312-4979219
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# Annexure III:

**WIEGO WITH HOMENET PAKISTAN and HOMENET SOUTH ASIA  
UNDERSTANDING THE SUPPLY CHAIN**

**SHARING AND LEARNING WORKSHOP 9<sup>th</sup>-  
10<sup>th</sup> April, 2012 LAHORE**

**Purpose:**

WIEGO is piloting the mapping of supply chains of Home-Based Workers with HomeNet Pakistan in collaboration with HomeNet South Asia. The purpose of the exercise is to gain a better understanding of (a) which supply chains the HN members are engaged in as well as (b) what services and other interventions the HN affiliates provide to their home-based worker members. This has been identified as a gap in the information about the home-based workers who are either members of or supported by the organisations that make up the HomeNets. This information is of crucial importance in order for the HomeNets to devise strategies which may lead to the upgrading of the working conditions of Home-Based Workers.

The purpose of the workshop is to review the information already collated from members, identify the gaps in the information and to plan further research by HNP members with Home-Based Workers to build an understanding of the supply chains that they are involved in.

**WORKSHOP PROGRAMME**

<b>Date</b>	<b>Duration/Timing</b>	<b>Session/Activity</b>
9 <sup>m</sup> April, 2012	9.00-9.30 a.m.	Opening session - introductions
	9.30-10.00 a.m.	Presentation from HomeNet Pakistan: Who are we? Who are our members? What do we do?
	10.00-11.00	Information sharing from HNP members:-Who are we? Who are our members? What support/services do we provide?
	11.00-11.15 a.m.	Tea break
	11.15-1.00 p.m.	Supply Chain Mapping - What products/supply chains are our members involved in? How many HBW's in which supply chains? Own-account or piece rate? Domestic, regional, international?
	1.00-2.00 p.m.	Lunch
	2.00-3.00 p.m.	Supply Chain Mapping - group exercise by sector
	3.00-4.00 p.m.	Feedback to whole group
	4.00-4.15 p.m.	Tea break
	4.15-5.00 p.m.	Summing up - what have we learned? What are

		the gaps in our information?
	5.00-6.30 p.m.	Break/side meetings
	7.00 p.m.	Dinner
10 <sup>th</sup> April, 2012	From 7.00 a.m.	Breakfast
	9.00-9.30 a.m.	Opening session - recap from day 1
	9.30-10.30 a.m.	Small group work - defining research questions
	10.30-11.00 a.m.	Feedback from small groups
	11.00-11.15 a.m.	Tea break
	11.15-1.00 p.m.	Planning action research on supply chain mapping with home-based workers
	1.00-2.00 p.m.	Lunch
	2.00-4.00 p.m.	Planning action research on supply chain mapping
	4.00 p.m.	Close and departure with tea available