

THE PUNJAB HOME BASED WORKERS SURVEY, 2017



Bureau of Statistics
Planning & Development Department
Government of the Punjab

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FOREWORD

The Punjab Home Based Workers Survey, 2016 is the first of its kind which shows the Government of Punjab's commitment for the development of the social sector and for women's empowerment through the recognition of their work. The survey addresses Goal- 5 and 8 of the Sustainable Development Goals (SDGs: 2016-30). In fact, it is a benchmark for collating further information regarding home based work and the workers of the informal sector, usually deprived of the social protection network envisaged under various Labour Laws. Besides, the survey will be useful for designing policy interventions for home based workers and in particular, for women home based workers.

Initially, it was difficult to identify and ascertain the question of home based workers, as no format and methodology was available to conduct a wise survey across the province. However, with the concerted efforts of the team and hard work of statisticians, the Punjab Bureau of Statistics under the guidance of the steering committee achieved the milestone by adopting "Respondent-Driven Sampling" (RDS) with "a mix of Network Sampling" Methodology.

The Survey provides basic data on multiple indicators related to home based work, including the nature of home based work, working conditions, home based workers' interaction with the market and home based workers' perception of "Labour & Social Protection".

I am confident that this report will prove to be a valuable source for the planning process of the Government of Punjab, development partners, NGOs and stakeholders in the world of work.

SOHAIL SHAHZAD
SECRETARY
LABOUR & HR DEPARTMENT
GOVERNMENT OF PUNJAB

ACKNOWLEDGMENT

The Punjab Home Based Workers Survey (PHBWS), 2016 is a result of the concerted efforts of the Punjab Bureau of Statistics and of the Labour and Human Resource Department, Government of Punjab. This provincial level survey has been financially supported by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The Survey was planned and executed by the Bureau of Statistics Punjab in 2016. The reported domain is provincial level with urban and rural residential areas. The survey covered 600 clusters (pockets) of home based workers' households and for each cluster 15 households were covered throughout the province. The technical and professional edges were covered by the Labour and Human Resource Department under the Project Steering Committee chaired by the Secretary Labour and Human Resource Department, Government of Punjab.

The PHBWS 2016 is the upshot of the mutual efforts of many individuals and each of them merits recognition. The Secretary Labour and Human Resource Department, Government of Punjab extended his fullest support and guided throughout the process. Our team of statisticians worked long hours during the preparatory work, data collection and data analysis of the survey. Their hard work and dedication has made possible the completion of the final product in time. Special thanks are due to Dr. Muhammad Javaid Gill, who provided technical support in developing survey tools, tabulation and report writing. The valuable contribution of the Steering Committee Members is also acknowledged. Mr. Daud Abdullah, Director L&HR Department, focal person of PHBWS, Mr. Saghir Bukhari, Senior Programme Officer, ILO and Ms. Hoorya Syedah, Program Officer Punjab from UN Women – Pakistan, played an active role in processing the Punjab Home Based Workers Survey.

All district governments and administrative departments provided valuable support, contribution and facilitation during the field work. NGOs, particularly, Home Net Pakistan, communities, local leaders, members of the selected households and home-based workers devoted their precious time. They need to be applauded for sharing personal information and information about different facets of home based work. The information shared by the respondents remains in trust and will not be used for any purpose other than for their own benefits.

CH. SAJID RASUL

Director General

Bureau of Statistics, Punjab

Planning & Development Department, Lahore.

EXECUTIVE SUMMARY

In the antiquity of surveys in Pakistan, Home Based Worker Survey, 2017 is first survey, which was conducted to know about the labor traits of home based workers with an ascendancy of women, immersion of middle person, prevalence of family labor, workplace hazards and avoidance of labor laws. UN-Women and ILO taken positive initiative of this study and their technical and ethical support make this assignment possible in a good manner with in its time frame.

The data collected provides tentative proportion of HBW viz 0.81 percent of the population of the Province Punjab. The verdicts of PHBWS, 2017 highlight the dissimilar and dynamic aspects of home based workers at gross root level. In Punjab, 77 percent of the respondents doing home based work due to poverty as it is primary reason of their work. In which 56 percent of the home-based workers are working in the urban areas as compared to 44 percent in rural areas. 17 percent don't have Computerized National Identity Cards (CNIC). Whereas, more than 90 percent females involved in home based work and working for remuneration in their own home premises. 12 percent of the HBWs receiving advances from their contractors or employers. They are dominated by 51 percent of insufficient payments as identified one of their major problems. 52 percent HBWs are working for more than 4 hours and less than 8 hours a day and 11 percent working exactly 8hours a day. The percentage of the working hours of females viz 35 higher than 31 percent of males. They don't have the knowledge of the authentic market value of the product they produce whereas only 52 percent know the actual price of their paraphernalia. Their average monthly income falls between PKR 1000/- to 3000/-. Most of the females alleged this impact that being a male they can get more remuneration rather spent more time on their work than male. The notable figure is, 89 percent of the HBWs, not registered with any of the social safety nets or with any Government special institutes. They don't aware about the existing sexual harassment and labor laws.

It is urging that the Punjab government may be permitted and approved Policy on Home Based Workers in line with ILO Convention 177 to ensure decent working environment on gender responsive basis. This basis might to expedite the necessary legislation for accomplishment of the policy objectives, awarding legal status to HBWs, for the provision of legal minimum wage to HBWs, ensuring safe and healthy working environment, admissibility of HBWs for social security, old age pension, worker welfare grants and other legal entitlements. Due to all above aspects, the fallouts of the Survey could be best utilized by the Government of Punjab in its current endeavors for the wellbeing of the HBWs. It can be useful in planning the implementation strategy. PHBWS might be a revised feature after every three years. This Policy will permit the betterment of HBWs. Punjab Home Based Workers legislative law can make known to their legal protection and rights. Any specific strategy can be developed to address the issues of women HBWs. The Provincial Plan of Action for elevation of the HBWs. Any area or sector specific plan might be introduced for policy integration. This will develop the Synergies with the already existing policies, plans, projects and interventions in the social sector.

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LIST OF ABBREVIATION

Punjab Home Based Workers Survey	PHBWS
Home Based Workers	HBWs
International Labour Organization	ILO
Sustainable Development Goals	SDGs
Occupation Safety and Health	OSH
Relative Margin of Error	RME
House Hold	HH
Response Rate	RR
Respondent Driven Sampling	RDS
Respondent Identification	RID
Non - Government Organization	NGO
Computerized National Identity Card	CNIC
National Database and Registration Authority	NADRA
Educational Profile	ED
Working Profile	WP
International Labour Standards	ILS
Labour Inspection Convention	LIC
Technical Vocational Education & Training	TVET
Technical Education & Vocational Training Authority	TEVTA
Punjab Skill Development Council	PSDC
National Vocational & Technical Training Commission	NAVTTTC
Punjab Vocational Training Council	PVTC
Pakistani Rupee	PKR
Benazir Income Support Programme	BISP
Punjab Social Protection Authority	PSPA
Punjab Employees Social Security Institution	PESSI
Employees Old-Age Benefits Institution	EOBI





1. INTRODUCTION

1.1 Background

Home based work is a complex phenomenon which represents a typical form of informal sector where work is carried out in isolation within the boundaries of home and wherein the employer is not visible. HBWs work for employers in their home or others' homes for remuneration but not at the employer's premises¹. The available literature on the world of work attributes this sub-sector with a dominance of women, involvement of middleperson, prevalence of family labour, workplace hazards and evasion of labour laws. Bringing HBWs at par with the other wage earners has become a challenge for the formulation of policies and for the integration of the relevant policies and programs.

Box 1-1: Equality of treatment between the Home Based Workers and other wage earners:

Equality of treatment shall be promoted, in relation to:

- *The homeworkers¹ right to establish or join organizations of their own choosing and to participate in the activities of such organizations;*
- *Protection against discrimination in employment and occupation;*
- *Protection in the field of occupational safety and health;*
- *Remuneration;*
- *Statutory social security protection;*
- *Access to training;*
- *minimum age for admission to employment or work;*
- *Maternity protection.*

[Article 4 (2)of Home Work Convention, 1996 (No. 177)]

Like in other developing countries, home based work is also a reality in Pakistan. However, the absence of authenticated data on prevalence, magnitude, composition and characteristics of the HBWs in the country and in the province of Punjab is the most critical issue confronting the policy makers and implementers working for the protection and welfare of the HBWs.

To address these challenges and to understand various aspects of home based work, the Bureau of Statistics (BOS), Planning and Development Department Government of the Punjab with the support of UN Women conducted a detailed sample survey with an ultimate objective of improved data availability on HBWs and to strengthen the ongoing policy work in this regard in the province of Punjab.

This report highlights the findings of the Punjab Home Based Workers Survey, 2016. It is a provincial level survey which covers information on the specific characteristics of the HBWs; their age and gender profile; working environment and conditions; Occupation Safety and Health (OSH); terms of engagement; role of middle person; access to market; access to credit and training; education; and harassment at the workplace. The results will be significant in the efforts to realize the UN Sustainable Development Goals (SDGs), specifically Goal 5 and Goal 8 by Punjab.

¹The ILO has used term "homeworkers" for such type of workers. Home based work is recognized internationally under ILO Convention-177

Box 1-2: Home Based Workers Survey Align With SDGs

The data collected under the Punjab Home Based Workers Survey, 2016 provides an opportunity to understand the complexity of the phenomenon of the HBWs and challenges vis-a-vis opportunities for their alleviation. The survey is aligned with the present Government's recent drive towards women empowerment, social development and achievement of the goal of decent work. The survey also addresses the Government's efforts towards the achievement of the Sustainable Development Goals (SDGs) i.e. SDG-5 on gender equality & SDG-8 on decent work and economic growth.

1.2 Survey Objectives

- The Punjab Home Based Workers Survey, 2016 has been conducted with the following objectives:
- To Develop the bench mark to monitor the policies and programs;
- To Understand the dynamics (profile, type and nature) and challenges (including low wages, invisibility, gender disparities and main streaming of contribution) faced by women HBWs in the province of Punjab;
- To Provide a basis for detailed analysis of specific statistical reports for the Government and for other agencies;
- To Determine the level of awareness regarding the rights of the HBWs, micro credit schemes, market access, etc.

1.3 Report Structure

The report comprises seven chapters, focusing on different aspects of home based work in the light of the results of the Punjab Home Based Workers Survey, 2016. The first two chapters explain about the survey background, objectives, sample and methodology (sample design, questionnaire, training, field work and supervision). The remaining five chapters present the findings on the main characteristics of the HBWs, the nature of the work performed, working conditions, health and safety at the workplace, access to market and micro-credit, training requirements, social protection and law and rights for HBWs.

1.4 Pre-Testing of Questionnaires and Respondent Driven Sampling (RDS) Methodology

The questionnaires were pre-tested in two districts of Punjab. For this purpose, Kasur and Gujranwala districts were selected randomly and the district of Sheikhupura was selected for pre-testing the RDS methodology. A team comprised of two BOS officers conducted meetings with District Officers Labour and District Officers Social Welfare of both districts for the identification of pockets. For the verification of the HBW areas and pre-testing of the questionnaire, one rural site of Kasur and one urban site of Gujranwala were selected for enumeration as per guidelines of RDS Methodology. Based on the findings from the pre-test, modifications were made to the wording and translation of the questionnaires into Urdu. A copy of English and Urdu questionnaires of PHBWs is provided in **Annex-IV**.

1.5 Training

Training of Trainers (ToT) was conducted for two days in Lahore for pre-testing the questionnaires. In the first phase 10 days were given to the team supervisors for the identification of HBW pockets. A total of 21

Each team comprised of one team supervisor and three female interviewers. To serve the purpose of the first phase i.e. locating sites, a one-day training of team supervisors was held in Lahore. In the second phase (recruitment phase), the field teams were imparted 2 days of training at two stations. During the second phase, altogether 100 team members were trained. About 5 percent additional staff was also trained to be deployed in case of dropout during the field work. Trainings included sessions on contents of the questionnaires along with the survey theoretical concepts, survey ethics and interviewing techniques. One cellular android was provided to each team supervisor for sending the key information i.e. GPS coordinates of the HBWs pocket. All team supervisors were also given guidelines about taking GPS coordinates.

1.6 Field Work

The field teams started field work in their respective districts immediately after the completion of the training session on the 5th and 6th of November, 2016. All team supervisors transmitted the GPS coordinates of each pocket to the Headquarters in Lahore. The information was compiled at BoS Headquarters by the IT supervisory team. The whole field work exercise was completed in about one and a half month.

1.7 Monitoring Recruitment

The field monitoring was also conducted by the technical team to ensure the quality of recruitment and data. Necessary support and feedback was provided to each field team by the technical monitors. In addition, recruitment chains were monitored each day in both phases of data collection. Each team supervisor monitored the recruitment patterns daily in the pocket. Team supervisors also monitored the referral procedures.

1.8 Analytic Considerations

Data were entered using the CSPro software version 6.2 on 22 desktop computers by 14 data entry operators under the supervision of 1 data entry supervisor. Two data coders helped the data entry operators through rectifying the problems. Internal consistency checks were also performed. After one week of data collection, data processing began simultaneously with data collection during the month of November 2016. It was completed in December 2016. Collected data was analyzed using Statistical Packages for Social Sciences (SPSS) Software version 20.0. A model syntax and tabulation plan was developed and used for analyses purpose. Initial analysis for cleaning purpose was carried out by examining the frequency distribution of all variables and looking at possible errors in data entry and otherwise. After cleaning, the final data was exported from CSPro to SPSS software tabulation program files for analytic consideration.

1.9 Sample Coverage and Response

The interviewer was responsible for the survey activities. 9000 households were selected for the sample size, which was distributed in 600 identified pockets. In the interviewed households 13578 eligible HBWs between age 15 and above were identified. 12914 out of 13578 were successfully interviewed, yielding a response rate of 95.11 percent within the households (Table HH.1). 777 seeds² who are the key informants were found during field work who helped and supported the team supervisors.

²key informants



2. METHODOLOGY

2.1 Sample Design

The sample for the Punjab Home Based Worker Survey (PHBWS), 2017 was designed by the BOS Punjab. The sample size aimed to provide an estimate for the number of indicators about the working conditions of HBWs at the provincial level both in urban and rural areas.

2.2 Universe

The universe of this survey consists of all urban and rural areas of the province of Punjab. Areas involving military installations and the homeless were excluded from the scope of the survey.

2.3 Target Population

The target population included all HBWs (age 15 and above) of Punjab. A respondent driven sample of 15 households was chosen from each cluster (pocket).

2.4 Sample Size

The total sample size was 9000 households which comprised of 600 identified clusters (pockets). For the calculation of the sample size, the following formula was used:

$$n = 4 r(r-1)*deff/((RME*r)^2*pb*hsize*RR)$$

Where

- n is the required sample size, expressed as the number of households i.e. 9000
- 4 is a factor to achieve the 95 percent level of confidence
- r is the predicted or anticipated value of the indicator, expressed in the form of a proportion. The key indicator “work at his/ her or family/ friend's dwelling” was used
- Deff is the design effect for the indicator, estimated from a previous survey or using default value of 2
- 0.08r is the margin of error to be tolerated at the 95 percent level of confidence, defined as 8 percent of r (relative margin of error(RME) of r)
- pb is the proportion of the age 15 and above was used
- 6.4 hsize is the average household size (number of persons per household)
- RR is the predicted response rate i.e. 0.88 percent by keeping in view the rate of previous survey

2.5 Sample Allocation

By using the above mentioned assumptions, the number of sample households was estimated for each of the 36 districts, and summed up to the total sample for the province. The urban and rural allocation in each of the districts was made per the proportion of urban-rural identified pockets presented in Table SD.1. (Annex-I)

The number of households per pockets for the PHBWS, 2016 was determined as 15 households, based on several considerations, including the design effect, the budget available, and the time that would be needed per team to complete one pocket. Dividing the total number of households by the number of sample households per pocket, it was calculated that 600 sample pockets would need to be selected from the province. Therefore, the entire sample of 9000 households was drawn from 600 pockets, out of which 378 were urban and 272 rural.

2.6 Network Sampling with a mix of Respondent Driven Sampling (RDS)

Sampling what are termed “hard-to-reach” populations poses special problem because the standard statistical sampling methods require a list of population members (i.e., a “sampling frame”) from which the sample can be drawn, and constructing the frame using methods such as household surveys is not feasible when the population is small, as compared to the general population and geographically dispersed. Network Sampling with a mix of RDS was applied for the PHBWS. RDS is an advanced version of the “snowball/ network sampling”. It involves getting individuals to refer those they know and these individuals in turn refer those they further know and so on. With a mathematical model that weights the sample to compensate for the fact that the sample was collected in a non-random way. This is a sampling method that relies on social network properties to sample hard-to-reach populations. RDS is based on six assumptions about the sampling process.

- Respondents know one another as members of the target population, so ties are reciprocal.
- Respondents are linked by a network.
- Sampling occurs with replacement.
- Respondents can accurately report their personal network size, defined as the number of relatives, friends, and acquaintances who fall within the target population.
- Peer recruitment is a random selection from the recruiter's network.
- Each respondent recruits a single peer.

2.6.1 Important RDS Terms which has been used for PHBWS, 2016

a. Seed

These were 777 non-randomly selected members of the target population (15 years and above) who initiated the RDS recruitment process. From each seed, a recruitment chain was developed. The protocol indicates that seeds should have “dynamic” qualities that are as below:

- Has a rich directory of HBWs
- Has a good repute in the community
- Are socially active in the society
- Are ready to cooperate with the survey team

b. Recruitment Chain

A recruitment chain is made up of a seed and all his or her recruits. Seed recruited the first three HBW households for the start of fieldwork. At this point these three recruited households further recruit the next HBW household for interview and so on.

c. Waves

In RDS recruitment, a seed recruited his or her recruiters which made up the first wave of a chain. The first wave recruiters have recruited the next respondent (Recruit) who made up the second wave of a chain and so on. Each (wave) consist of 4 household recruiters and at the same time these recruits were recruiters themselves. The waves fabricated a chain and the grouping of chains fabricated the sample.

d. Referral Form & Tracking Referral Form

Referral Form serves as the referral coupon that the recruiter uses to recruit a peer (household) into the survey. In each pocket 15 Referral Forms has been used to recruit the next HBW household. The referral form has a unique respondent identification number (RID) of the recruit which was printed on referral forms.

e. Ties

Ties are reciprocal, so a link from any individual i to j implies that a link also exists from j to i. Consequently, no distinction needed to be made between ties to an individual and ties from the individual to others, since the two are equivalent.

f. Pocket

The term “Pocket” (Cluster) was used for each identified area where a bulk of HBWs were present. Each pocket consisted of 50 to 150 households of HBWs.

2.7 Methodology Phases

The PHBWS was divided into two phases in order to fulfill the requirements of the survey methodology:

2.7.1 Formative Phase (First Phase)

The first phase i.e. the formative phase included the identification of Pockets in all over the province of Punjab. It was adequately completed by a discussion with the District Officer of the Labour Department and the District Officer of the Social Welfare Department and other concerned departments and NGOs. For this purpose, three forms were designed (**Annex-I**). For the identification/ verification, Team Supervisors (TS) were deputed in each district and they identified pockets along with the above illustrated departments and NGOs. Lady Health Worker, Chairman of union council and notable person of concerned area also helped and guided the TS in all districts of Punjab. During this phase T.S also identified sub-pockets (Sub-pocket trade wise).The TSs identified seeds and every seed was assigned different seed number as per each pocket. This practice did not require the coding. Furthermore, TS has also determined the optimal times and locations to pave the way for the second phase. Total identified pockets in first phase were 1026 with urban 536 and rural 454 break up. It was comprised of 123821 households where HBWs were involved in home based work.

2.7.2 Recruitment Phase (Second Phase)

600 pockets were randomly selected from 1026 identified pockets in formative phase with urban 328 and rural 278 break up. Recruitment begun with seeds. Seeds were well-known and respected by members of the target population and as well in the social society. Seed initially recruited 3 recruits (Respondent Household) for the start of sampling procedure. Seed could either be a HBW him/herself or not. Phase-2 had following four basic objectives:

- Develop long referral chains
- Confirm final sample must be independent of “seeds”
- Ensure sample reaching equilibrium and includes a variety of subgroups
- Ensure final sample to reflect HBW households of recruiting pocket

2.8 Referral and Tracking Referral Form

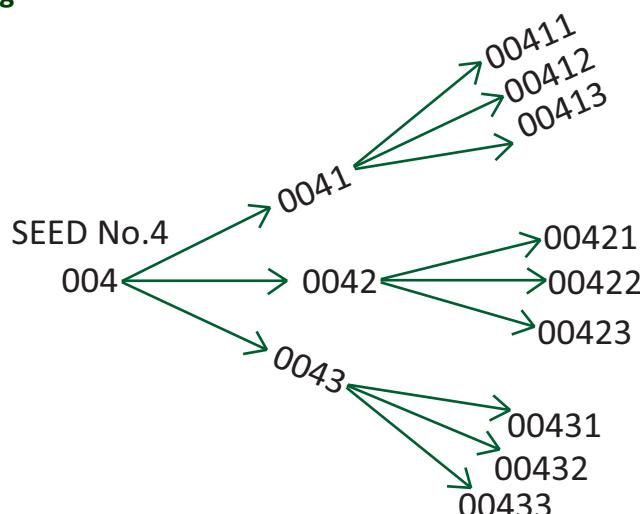
Unique RDS number has been recorded on Referral Form (**Annex-II**) to link households. This RID represented the total number of waves.

Each household from 1 to 15 had a unique RID which has been entered in the survey and abled the team to find that seed number 1 has recruited five waves. This way the team could recruit for each seed at a certain wave.

Referral Form (coupon) included information as below:

- Organization name
- Pocket Number
- District Name
- Household Number
- Enumeration Date
- Seed Name and Code
- Name of Recruiter
- Name of Recruit
- Reported Pocket size by corresponding HBW Household

2.9 RID Coding



The first digit identifies the seed (004), the second digit is wave one (0041, 00412, 00413), the third digit is wave two (00411 ... 00433) and so on. If someone with coupon identification number 00433122 enters the study, it is easy to see that seed number 4 has recruited five waves. This is useful especially if one wants to end the recruitment for each seed at a certain wave.

2.10 Motivate recruiters to recruit other HBW Households

There was a great motivation for recruiters to recruit other household for interview through ethical interaction by enumerators. When enumerators started to fill-up the Referral Form they were trained to ask and request the respondent politely to think about those other households who they might refer as HBWs.

2.11 Homophily

Homophily is the part of RDS analysis. It has been evaluated considering how many female respondents recruited the male and similarly how many males recruited the female respondents.

Table 2-1: Homophily of HBWs with Gender

Recruiter	Male	Female	Total
Male	346	495	841
Female	371	5903	6274
Total	717	6398	7115

2.12 Sample Weight

The PHBWS, 2016 sample is not self-weighting. Essentially, by proportionally allocating the numbers of households to each of the districts, different sampling fractions were used. For this reason, sample weights were calculated and these were used in the subsequent analyses of the survey data. The weighted and un-weighted total number of households are equal, since sample weights were normalized.



3. MAIN CHARACTERISTICS OF HOME BASED WORKERS

3.1 Introduction

The main characteristics of HBWs i.e. education level, gender profile, age profile, number of HBWs working in their own homes, number of workers working in others' homes and percentage of HBWs possessing CNIC are crucial in understanding and comprehending their social status and political position in the society. These characteristics are also helpful in identifying gaps with respect to basic indicators of human development at the national as well as international levels. These types of information provide a basis for policy formulation and drafting of some specific interventions for the betterment of HBWs. The Punjab Survey of Home Based Workers, 2016 covered all these areas.

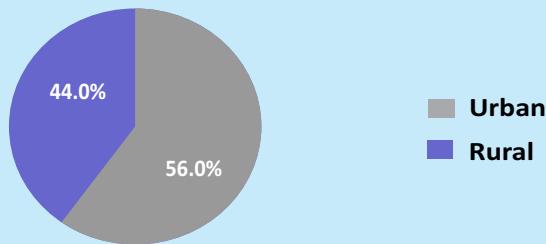
3.2 Urban Rural Division of Home Based Workers

Out of 13469 HBWs approached during the survey, 7541 have been involved in home based work in urban areas whereas 5928 are in rural areas. Table 3.1 presents the urban/rural profile of HBWs with a gender dimension. HBWs have a higher prevalence in urban areas than in rural areas as 56 percent of home base work is carried out in urban areas compared to 44 percent in rural areas.

Table 3-1: Urban Rural Division of HBWs with Gender

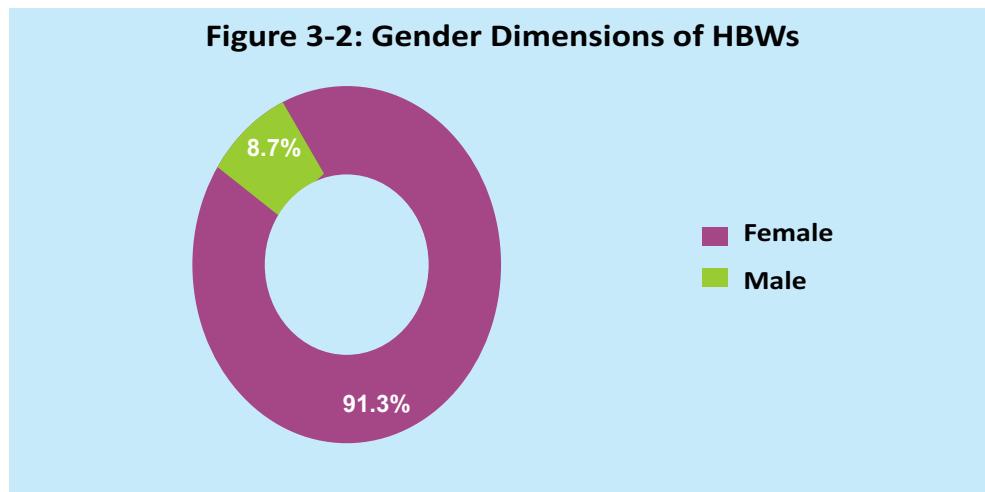
	Male	Female	Transgender	Total	Number of HBWs
Punjab	8.7	91.3	.1	100.0	13469
Urban	9.1	90.9	.1	100.0	7541
Rural	8.1	91.8	.1	100.0	5928

Figure 3-1: Urban Rural Division of HBWs

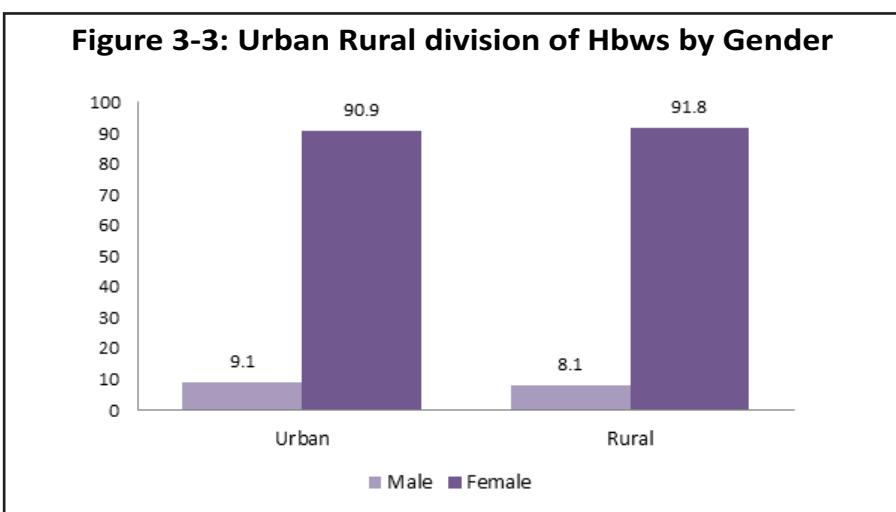


3.3 Gender Dimension of Home Based Workers

Table 3.1 also presents the gender division of HBWs. It shows that in Punjab, the involvement of women in home based work is 91.3 percent compared to 8.7 percent for men.



Transgender are also found involved in home based work; they account for 0.1 percent of HBWs. All of them, however, are working in rural areas³. The urban home based sector comprises 90.9 percent females as compared to 9.1 percent males. The rural home based sector comprises 91.8 percent women as compared to 8.1 percent men. The percentage of male HBWs is slightly higher in urban areas than in rural areas i.e. 9.1 percent compared to 8.1 percent. In contrast, the percentage of female HBWs is slightly higher in rural areas than in urban areas i.e. 91.8 percent compared to 90.9 percent



³9 Transgender have been found doing home based work, the prevalence has no impact being a small value.

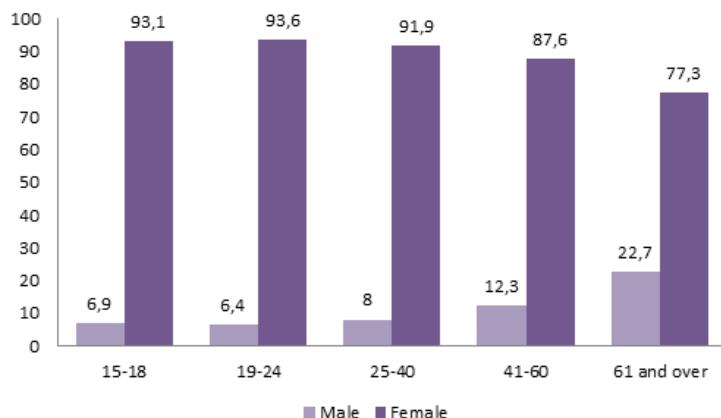
3.4 Age Profile of Home Based Workers

Table 3.2 shows a gender wise age profile of the HBWs. Men's involvement in home based work increases after the age of 40 years. Indeed, men account for 12.3 percent of the HBWs in the age brackets of 41-60 years, and for 22.7 percent of the HBWs in the age bracket of 61 years and above. On the contrary , less women workers are involved in home based work after the age of 40 years i.e. the percentage of their engagement decreases from 93.6 percent in the age bracket 19-24 years, to 91.9 percent in age group of 25-40, to 87.6 percent in the age group of 41-60 years, and to 77.3 percent in the age group of 60 years and above.

Table 3-2: Gender Wise Age Profile of HBWs

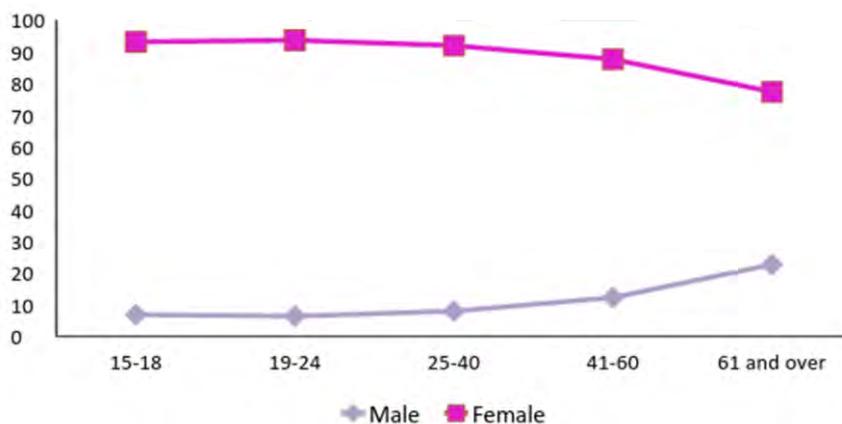
	Male	Female	Transgender	Total	Number of HBWs
Punjab	8.7	91.3	.1	100.0	13469
15-18	6.9	93.1	.0	100.0	1711
19-24	6.4	93.6	.0	100.0	2701
24-40	8.0	91.9	.1	100.0	6226
41-60	12.3	87.6	.1	100.0	2534
61 & over	22.7	77.3	0.0	100.0	297

Figure 3-4: Gender Wise Age Profile of HBWs



The bar charts above reflect the age wise presence rate of the HBWs. The presence of male HBWs increases with the increase in age whereas the presence of female HBWs decreases with the increase in age. This trend is evident from the line graph below.

Figure 3-5: Trends in Age and Gender Wise Prevalence Rate of HBWs



3.5 Nature of Engagement

The nature of engagement relates to how the HBWs are engaged at the workplace i.e. the terms of engagement, relationship with the household, middle person and employer. It also reflects the hierarchy at the workplace and determines the HBWs' chances of future growth.

Table 3-3: HBWs with Respect to their Position in Family

	Household Head	Servants/ No Relation	Other Family Member	Total	Number of HBWs
Punjab	8.7	1.5	89.8	100.0	13469
Male	43.2	4.3	52.5	100.0	1167
Female	5.4	1.2	93.4	100.0	12293
Transgender	25.5	0.0	74.5	100.0	9

Figure 3-6: HBWs with Respect to their Family Position

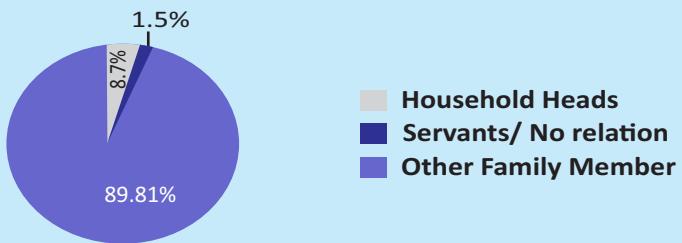


Table 3.3 shows that 8.7 percent of HBWs are heads of households, 1.5 percent of the HBWs do not have any relationship with the head of households and 89.8 percent are family members of the head of household.

3.6 Registration with NADRA

Registration with the NADRA is a proof of citizenship. It is either birth registration in the case of a person below the age of 18 years or CNIC in the case of a person above 18 years.

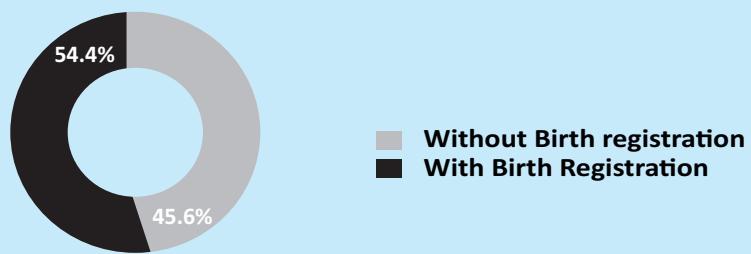
3.6.1 Birth Registration

Table 3.4 presents birth registration of the HBWs who are below the age of 18 years. The table highlights that 54.4 percent of the HBWs below the age of 18 years do not have their birth registered with the Local Government authorities and NADRA.

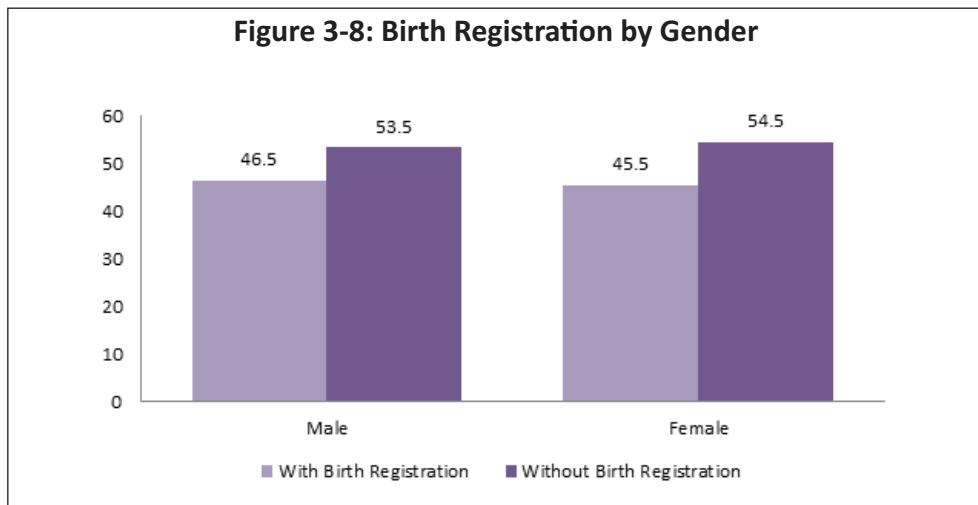
Table 3-4: Birth Registration

	With Birth Registration	Without Birth Registration	Total
Punjab	45.6	54.4	100.0
Male	46.5	53.5	100.0
Female	45.5	54.5	100.0
Transgender	100.0	0.0	100.0

Figure 3-7: Birth Registration in Punjab



Birth registration by gender in the bar chart below reflects that the percentage of birth registration amongst females is lower than the percentage amongst males, with 45.5 percent and 46.5 respectively.

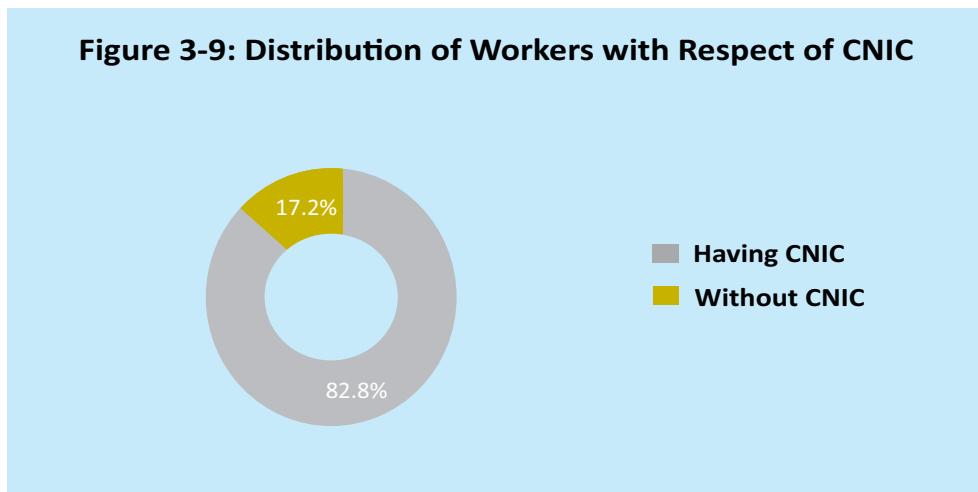


3.6.2 Computerized National Identity Cards (CNIC)

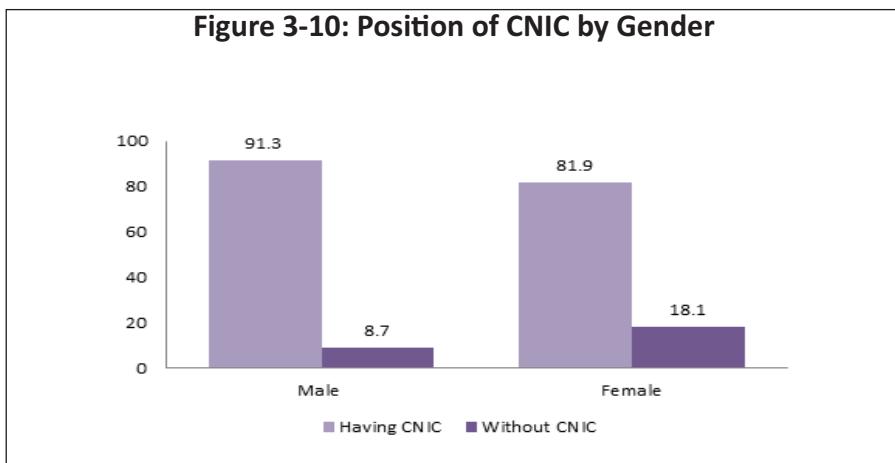
Table 3.5 reflects HBWs above the age of 18 years in respect of registration with NADRA. Overall, 82.8 percent of the HBWs owned CNIC.

Table 3-5: Status of HBWs with Respect of CNIC

	Having CNIC	Without CNIC	Total	Total Number of HBWs
Punjab	82.8	17.2	100.0	11105
Male	91.3	8.7	100.0	1044
Female	81.9	18.1	100.0	10055
Transgender	100.0	0.0	100.0	6



The position of the female HBWs with respect of CNIC is poor as compared to their male counter parts i.e. 81.9 percent female HBWs have national CNIC as compared to 91.3 percent male. 17.2 percent of the female HBWs do not have CNIC as compared to 8.7 percent male HBWs.



3.7 Disability

Table 3.6 shows the position of the HBWs with respect to disability. Overall, 1.7 percent of the HBWs are disabled.

Table 3.6: HBWs with Disabilities

	Lower Limb	Upper Limb	Mental	Deaf/Dumb	Visual	No Disability	Other	Total	Total No. of HBWs
Punjab	.7	.1	.0	.2	.4	98.3	.3	100.0	13469
Male	1.5	.3	.0	.0	.3	97.5	.4	100.0	1167
Female	.6	.1	.0	.2	.4	98.4	.3	100.0	12293
Transgender	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	9

The incidence of disability is high among male HBWs i.e. 2.5 as compared to 1.6 percent among females. Lower limb disability and visual impairment are common among male and female HBWs.

3.8 Marital Status

Table 3.7 shows the marital status of the HBWs. Overall, 60.7 percent of the HBWs are married, 31.0 percent have never been married, 1.4 percent have been divorced, 1.4 percent separated and 5.3 percent are widows. More males are married as compared to female HBWs.

Table 3-7: Marital Status

	Married	Never Married	Divorced	Separated	Widow	Other	Total	Total No. of HBWs
Punjab	60.7	31.0	1.4	1.4	5.3	.4	100.0	13469
Male	65.3	26.3	1.1	1.3	5.5	.5	100.0	1167
Female	60.2	31.4	1.4	1.4	5.3	.4	100.0	12293
Transgender	93.6	6.4	0.0	0.0	0.0	0.0	100.0	9

3.9 Literacy Level

Table 3.8 presents the literacy level of the HBWs. The table reflects that on overall 56.1 percent of the HBWs can read and the rest cannot read. In addition, only 53.1 percent of the HBWs have the ability to write.

Table 3-8: Literacy Level

	Reading Status		Writing Status		Total	Total No. of HBWs
	Yes	No	Yes	No		
Punjab	56.1	43.9	53.1	43.9	100.0	13469
Male	58.3	41.7	55.2	44.8	100.0	1167
Female	55.8	44.2	52.9	47.1	100.0	12293
Transgender	77.9	22.1	66.2	33.8	100.0	9

Figure 3 -11: HBWs who can Read and Write

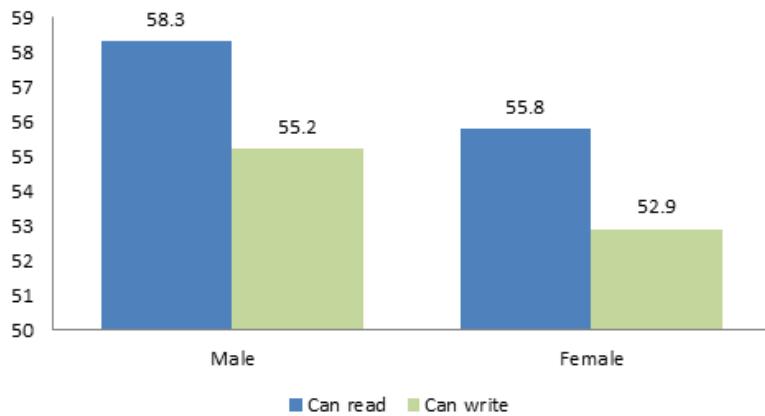
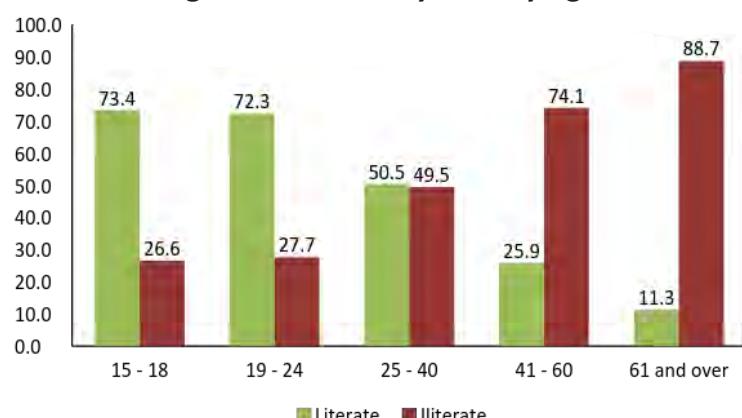
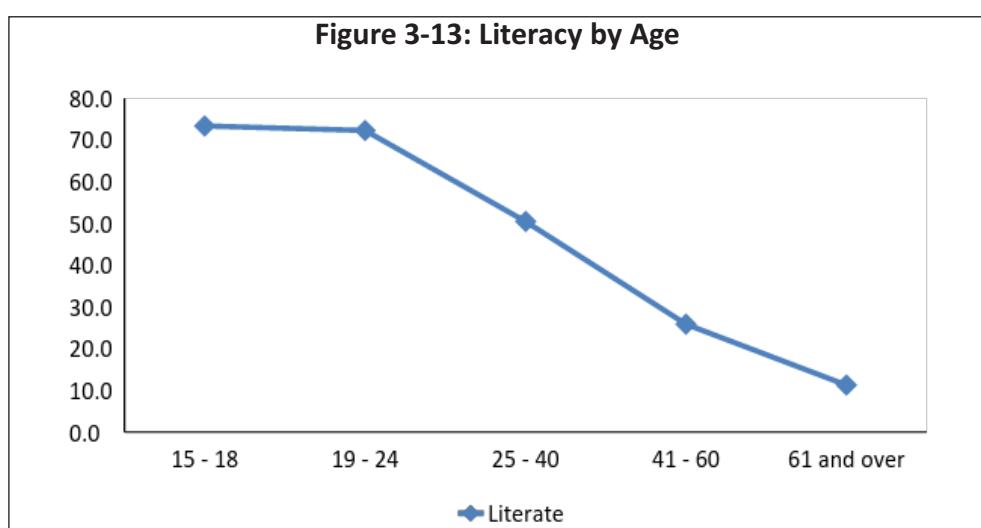


Figure 3-12: Literacy level by Age



The position of the male HBWs is better than the position of the females with respect to the ability to read and write as 58.3 percent of the male HBWs can read compared to 55.8 percent of the female HBWs. Similarly, 55.2 percent of the male HBWs can write as compared to 52.9 percent of the female HBWs.

Bar chart 3.12 shows that the literacy level is high amongst young HBWs. HBWs in the higher age brackets are more illiterate than in the lower age brackets as 88.7 percent of the HBWs in the age group of 60 plus are illiterate compared to 26.6 percent HBWs in the age group of 15-18 years. The following line graph highlights that the HBWs age and literacy level are inversely proportional. It also implies that younger lot is more literate as compared to older HBWs.



3.10 Religion

Table 3.9 presents the religious status of the HBWs. Overall, 98.1 percent of the HBWs are Muslim and the rest are Christian.

Table 3-9: HBWs by Religion

	Islam	Christianity	Ahmadi	Hindu	Total	Total No. of HBWs
Punjab	98.1	1.9	.0	.0	100.0	13469
Male	98.2	1.8	.0	.0	100.0	1167
Female	98.1	1.9	.0	.0	100.0	12293
Transgender	100.0	.0	.0	.0	100.0	9

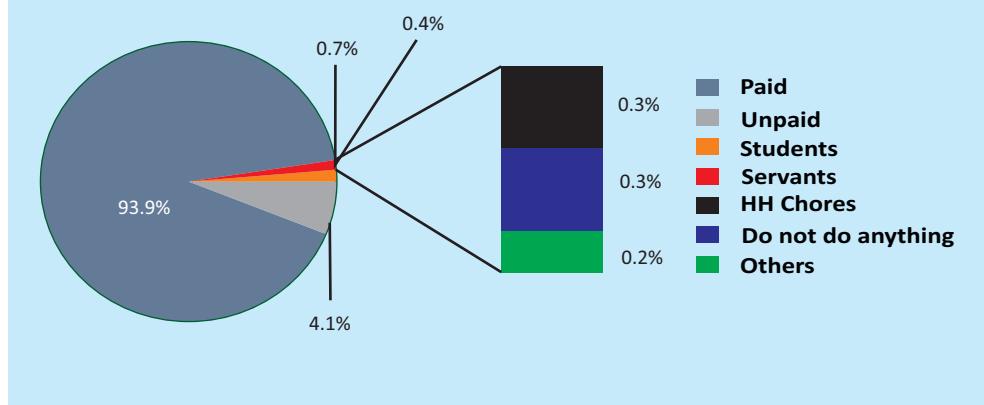
3.11 Work Status of Home Based Workers

The status of HBWs shows the capacity in which they are engaged in home based work, whether paid or unpaid. Overall, 4.1 percent of them are unpaid and 93.9 percent are in the category of paid HBWs. The rest are students individuals doing household chores, servants, and others. These percentages are also reflected in the below diagram.

Table 3-10: Work Status of HBWs

	Un Paid	Paid	Students	Servants	HH Chores	Do not do anything	Other	Total	Total No. of HBWs
Punjab	4.1	93.9	.4	.7	.4	.3	.2	100.0	13469
Male	3.3	90.9	.8	2.6	.2	.5	1.7	100.0	1167
Female	4.1	94.2	.3	.5	.4	.3	.1	100.0	12293
Transgender	.0	100	.0	.0	.0	.0	.0	100.0	9

Figure 3-14: HBWs Work Status in Punjab



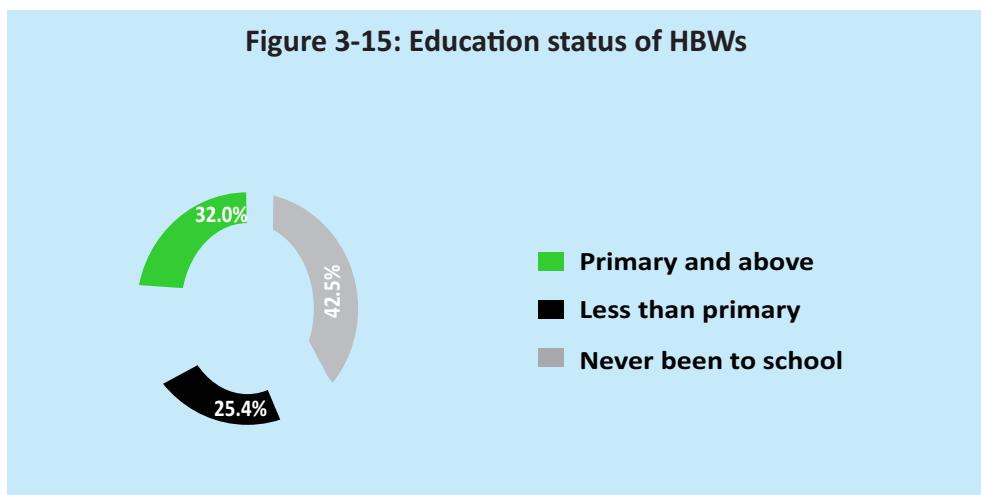
3.12 Educational Profile of Home Based Workers

Table 3.11 presents the educational status of the HBWs. A huge proportion of the HBWs has been out of school when young i.e. 42.5 percent. On the other hand, 25.4 percent of the HBWs attained less than primary level education. 32.0 percent of them attained primary level and above.

Table 3-11: Education Status of HBWs

	Never Attended School	Less than Primary	Primary & above	Missing	Total	Total No. of HBWs
Punjab	42.5	25.4	32.0	.0	100.0	13469
Male	40.1	26.7	33.2	.0	100.0	1167
Female	42.8	25.3	31.9	.0	100.0	12293
Transgender	52.4	3.9	43.7	.0	100.0	9

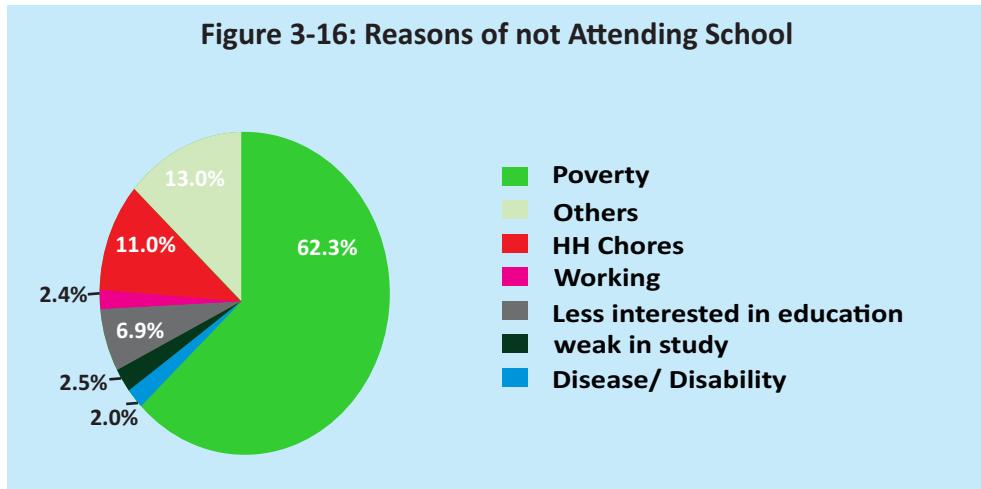
Figure 3-15: Education status of HBWs



3.13 Reasons for not attending School

Poverty is the major reason why the HBWs didn't attend school. The pie diagram shows that overall 62.3 of the HBWs did not attend school due to poverty. Two percent were disabled, 2.5 percent were weak in study, 6.9 percent were less interested in studies, 2.4 percent were working and 11.0 percent did not go to school as they had to perform household chores.

Figure 3-16: Reasons of not Attending School



3.14 Main Findings

- Home based work is prevalent in urban areas as 56 percent of the HBWs are working in urban areas compared to 44 percent in rural areas.
- Home based work is dominated by women as 91.3 percent females are involved in home based work in Punjab compared to 8.7 percent males.
- 8.7 percent of the HBWs are heads of household, 89.8 percent are family members of the head of household, and 1.5 percent of the HBWs do not have any relationship with the head of household.
- 85.1 percent of the HBWs are working for remuneration.
- 54.4 percent of the HBWs below the age of 18 years do not have their birth registered with the Local Government authorities and NADRA.
- 17.2 percent of the HBWs do not have CNIC.

- 1.7 percent of the HBWs are physically challenged.
- 43.9 percent of the HBWs cannot read.
- 47 percent of the HBWs cannot write.
- 98.1 percent of the HBWs are Muslim.
- 1.9 percent of the HBWs are Christian.
- 4.1 percent of the HBWs are unpaid workers.
- A huge proportion of the HBWs has been out of school when young i.e. 42.5 percent.
- 62.5 of the HBWs did not attend school due to poverty.
- 11.0 percent did not go to school due to responsibilities of household chores.

4. NATURE OF WORK

4.1 Introduction:

Home based work is a result of work outsourcing practices presently in vogue in the manufacturing sector. It is also considered as a strategy to minimize production costs through shifting the work outside of the factory premises. Normally, the HBWs perform these tasks on a piece rate basis at their own houses or at others' houses. They usually relate to their main employer through a middle person. The nature of the work of the HBWs is entirely different from that of the formal workers working inside the factory premises. There is no formal contract of engagement between the HBWs and the contractor/middle person or employer. The HBW is paid on the basis of pieces or tasks performed by him/her. This chapter highlights the issues relating to the nature of work i.e. reasons of doing home based work, status of workplaces, who receives remuneration, decision making and work satisfaction.

4.2 Major sectors of home based work

Home based work is spread all over the province in several sectors and sub-sectors. Major sectors identified during the survey are highlighted in the box below:

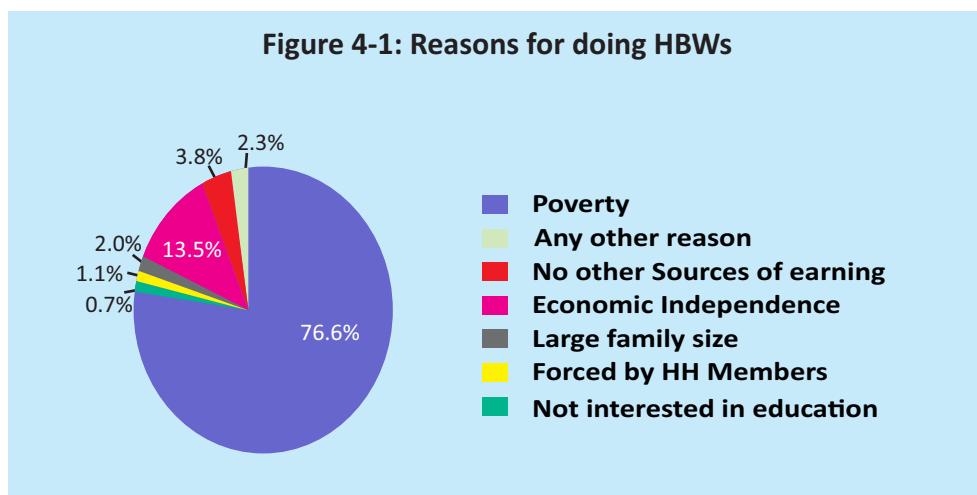
Box 4-1 Major Sectors of Home Based Work:

Stitching Garments, Needle Work on Adda, Embroidery (Machini + Ritta work), Football Stitching, Regional Embroidery (Handmade), Other (Stitching / Embroidery), Shoe Making, Gotta Work, Baan Making, Ralli Making, Chengair Making, Pranda and Trouser String (Azar-Band) Making, Mats and Basket Making, Nilkiyon Main, Dhaga Bharna, Special Stitch, Gloves Making, Karosiye Ka Kaam, Others (Plastic Work), Needle Work on Khusa, Door Making / Kaies Maing / Cage Making, Artificial Jewelry, Lace Making, Carpet Weaving, Other (Kite Making), Other (Handicraft), Earthen Posts Making, Other (Paper Products), Bed Cover Making, Food Making Preparing, Other (Food Products), Cloth Washing / Packing of Sweaters etc., Garments & Labeling, Making Decoration Pieces, Others-II (Misc.), Decorative String, Mirror Work, Paper Flower Making, Designing and Painting of Earthen Pots, Garment Making, Hand Making Fans etc., Chicks Making, Butter Making, Other (Wooden Work), Other (Pottery Making), Washer Making, Stuffed Toys, Miscellaneous (Binding), Packing Food Products, Paper Bags Making, Dong Cake, Class roller Making, Clay Pots, Peanuts Peeling, Electronic products, Bangle Making

4.3 Reasons for doing home based work

Poverty is the primary reason for doing home based work as 76.6 percent of the respondents reported doing home based work due to poverty. 0.7 percent of the HBWs reported that they were not interested in education and therefore started home based work. 13.5 percent started home based work to improve

their economic independence. For 3.8 percent, there was no other alternative but to start home based work.



4.4 Status of the Workplace

The status of the workplace relates to whether the workplace belongs to the HBWs or whether those who work in others' homes. Table 4.1 reflects the percentage of the HBWs working at their homes or in others' homes. The table shows that overall 97.8 percent of the HBWs are working in their own homes whereas the rest 2.2 percent is working in others' homes. More male HBWs are engaged at others'

Table 4-1: Status of workplace

	Working in Own Home	Working in Others' Home	Total	Total No. of HBWs
Punjab	97.8	2.2	100.0	13469
Male	93.7	6.3	100.0	1167
Female	98.2	1.8	100.0	12293
Transgender	100	0.0	100.0	9

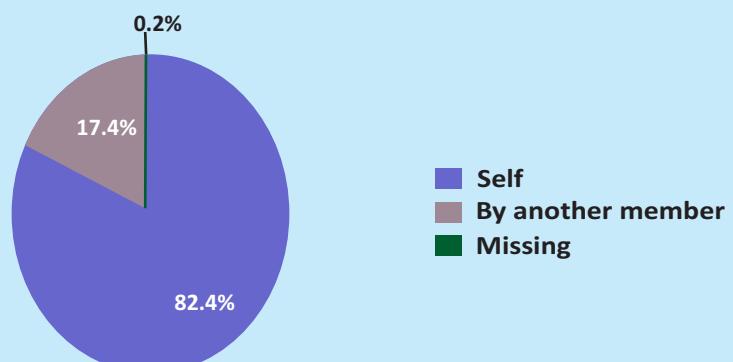
4.5 Who Receives Remuneration?

Table 4.2 shows who receives the remuneration of the HBWs. 82.4 percent of the respondents reported that they used to receive their remuneration themselves. However, 17.4 percent reported that they did not receive their remuneration. It was rather received by another family member.

Table 4-2: Who Receives Remuneration?

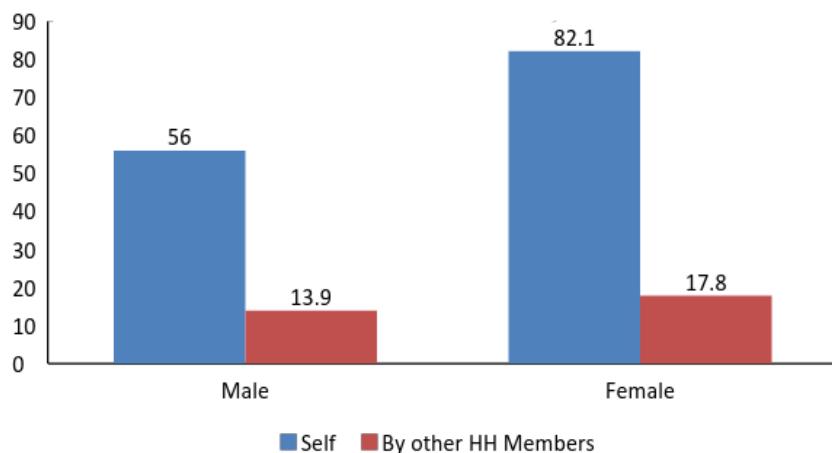
	Self	By any Other HH Member	Missing	Total	Total No. of HBWs
Punjab	82.4	17.4	.2	100.0	13469
Male	86.0	13.9	.1	100.0	1167
Female	82.1	17.8	.2	100.0	12293
Transgender	100	.0	.0	100.0	9

Figure 4-2: Who receives Remuneration?



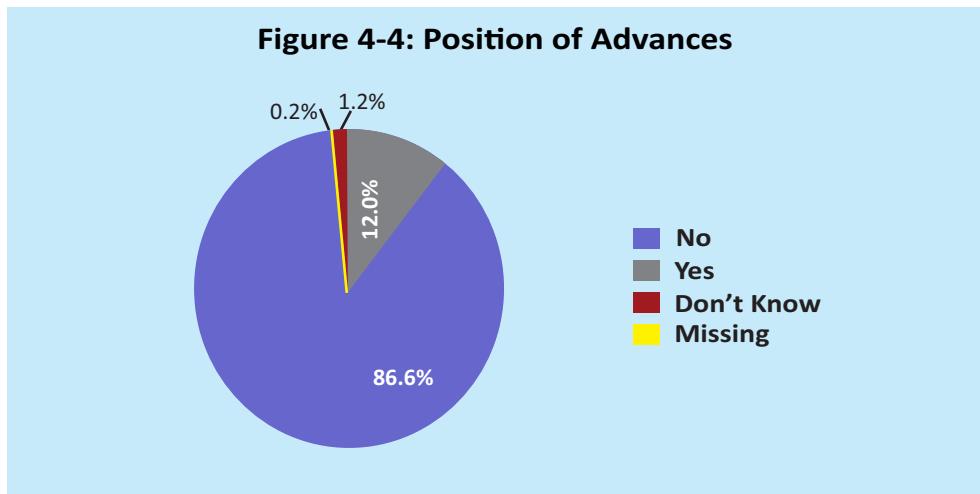
The position of the female HBWs in respect of receiving remuneration is reflected in the bar graph below which shows that the remuneration of 17.8 percent of the female HBWs is received by other household members. It is comparatively less in the case of male HBWs i.e. 13.9 percent.

Figure 4-3: Graph 4.3: Who receive Remuneration by Gender?



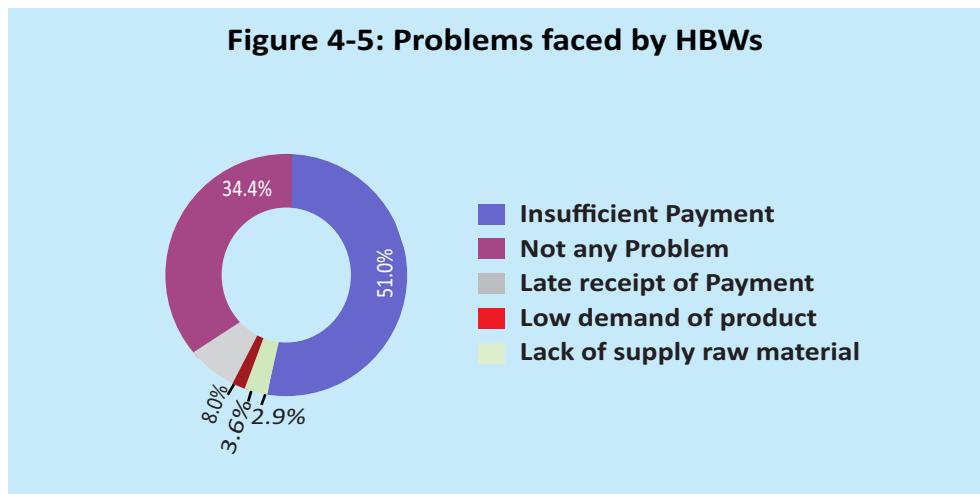
4.6 Position of Advances

The position of the HBWs in respect of taking advances is reflected in the pie graph below, which shows that only 12 percent of the HBWs reported receiving advances from their contractors or employers.



4.7 Problems faced by HBWs

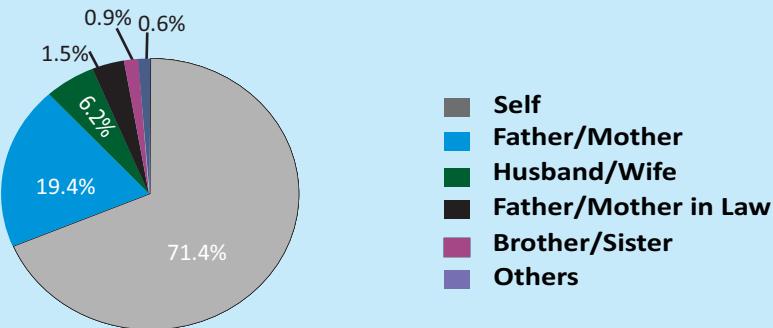
Insufficient payment seems to be a major problem faced by the HBWs as 51 percent of them reported about it. Late receipt of payment is another problem as 8 percent of the HBWs reported about it.



4.8 Decision Making

Decision making to opt for home based work, procurement of raw material and spending of income is critical for the HBWs. Pie diagram 4.6 has been prepared based on the responses of the HBWs regarding decision making about their activities. Overall, 71.4 percent of the HBWs reported that they are taking decisions themselves. By contrast, 19.4 percent of the HBWs reported that decisions are taken by either their mother or their father, while 6.2 percent reported that either their husband or their wife takes decisions about their work and related matters.

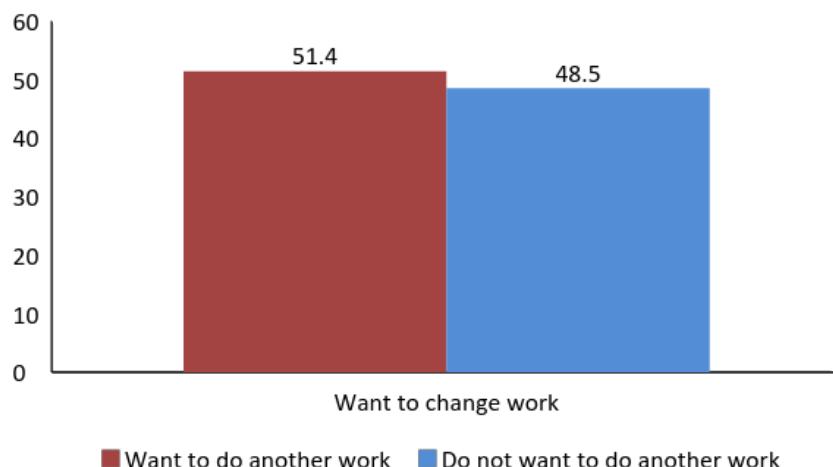
Figure 4-6: Decision making



4.9 Work Satisfaction

The bar chart below highlights the percentage of the HBWs who are not satisfied with their present work and intend to change job/ work. Overall, 51.4 percent of the HBWs want to switch over to another work.

Figure 4-7: HBWs who want to change the present work



4.10 Main Findings:

- Poverty is the primary reason for doing home based work as 76.6 percent of the respondents reported doing home based work due to poverty.
- For 13.5 percent of the HBWs, their present work is a means to economic independence.
- 97.8 percent of the HBWs are working in their own homes whereas the rest 2.2 percent is working in others' homes.
- More male HBWs are engaged at the workplace of other households as compared to female HBWs.
- 82.4 percent of the HBWs receive their remuneration themselves.
- 17.4 percent of the HBWs do not receive their remuneration themselves.
- 71.4 percent of the HBWs are independent to take decisions for themselves and their work.

- For 19.4 percent of the HBWs, decisions are taken by either their mother or their father.
- 12 percent of the HBWs reported receiving advances from their contractors or employers.
- 51 percent of the HBWs highlighted insufficient payment as one of their major problems.
- 51.4 percent of the HBWs are not satisfied with their present work and planned to switch over to another work.

5. WORKING CONDITIONS OF THE HOME BASED WORKERS

5.1 Introduction

Internationally, the SDGs Goal: 8 'Decent Work and Economic Growth' implies the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Decent work implies opportunities for work which are productive and deliver a fair income, security at the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, to organize and to participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men⁴. It includes a fair wage, a safe and hazard free workplace, the right of association and of collective bargaining, the observance of human rights and the absence of any exploitation (child labour, bonded labour, gender imbalance, absence of social dialogue), the provision of social protection, etc.⁵

Box 5-1: The ILO's Core Conventions for the promotion of decent work:

- i) **C029 - Forced Labour Convention, 1930**
- ii) **C105 - Abolition of Forced Labour Convention, 1957**
- iii) **C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948**
- iv) **C098 - Right to Organise and Collective Bargaining Convention, 1949**
- v) **C100 - Equal Remuneration Convention, 1951**
- vi) **C111 - Discrimination (Employment and Occupation) Convention, 1958**
- vii) **C138 - Minimum Age Convention, 1973**
- viii) **C182 - Worst Forms of Child Labour Convention, 1999**
- ix) **C177 - C177 - Home Work Convention, 1996 (No. 177)**

To facilitate and ensure the implementation of International Labour Standards (ILS) at the workplace, the ILO Convention 81 promotes labour inspection through the enforcement of country labour laws. Pakistan has ratified all eight Core Conventions and also the ILO's Labour Inspection Convention No. 81.

Box 5-2

Working conditions refer to the way the work is being carried out, the work environment, number of working hours a worker is engaged, rest interval, the space required for worker, minimum age for employment, overtime and extra pay for overtime, restriction on employment of women, restriction on employment of women during night, regulations of shifts, restriction on double employment, weekly holiday and overall health and safety at the workplace.

⁴<http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

⁵During the UN General Assembly in September 2015, decent work became integral elements of the new 2030 Agenda for Sustainable Development. Goal 8 of the 2030 Agenda calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work.

The Constitution of the Islamic Republic of Pakistan guarantees basic human rights at the workplace and ensures that the work environment is conducive. For instance; Article 37(e) of the Constitution provides for secure and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex. Similarly, Article 38(b) provides for all citizens, within the available resources of the country, facilities for work and adequate livelihood with reasonable rest and leisure. Labour laws are in place to ensure the observance of the requisite standards at the workplace. Working conditions are regulated through the following labour laws:

conditions are regulated through the following labour laws:

- The Factories Act, 1934
- The Shops and Establishment Ordinance, 1969
- The Mines Act, 1923

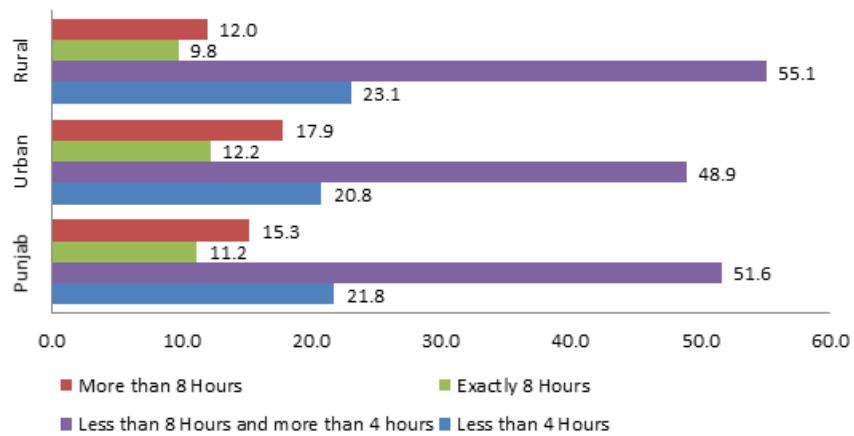
The priorities highlighted in the following ILO Conventions have been continued by the above laws:

- C-1. Hours of Work (Industry) Convention, 1919
- C-4. Night Work (Women) Convention, 1919
- C-6. Night Work of Young Persons (Industry) Convention, 1919
- C-14. Weekly Rest (Industry) Convention, 1921
- C-59. Minimum Age (Industry) Convention (Revised), 1937
- C-81. Labour Inspection Convention, 1947
- C-89. Night Work (Women) Convention (Revised), 1948
- C-90. Night Work of Young Persons (Industry) Convention (Revised), 1948
- C-138. Minimum Age Convention, 1973

5.2 Working Hours

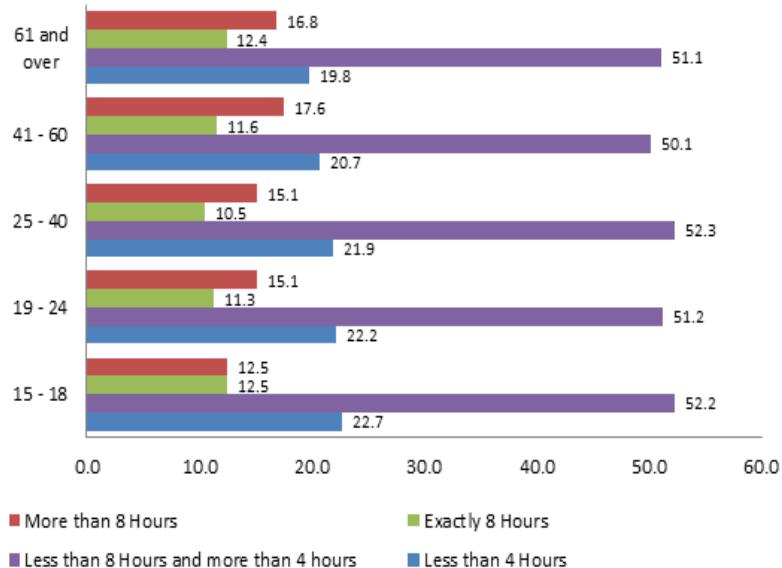
As per the labour laws, working hours are restricted to 8 hours in a day. The graph 5.1 presents the position of the HBWs in respect of the number of hours they work in a day. Overall, 21.8 percent of the HBWs reported working for less than 4 hours in a day, 51.6 percent are working for more than 4 hours and less than 8 hours in a day, and 11.2 percent of the HBWs are working exactly 8 hours in a day. The graph also highlights that 15.3 percent of the HBWs are working for more than 8 hours a day. The HBWs in the urban areas have to do excessive hours of work compared to the HBWs in the rural areas as 17.9 percent of the HBWs in urban areas are involved in doing more than 8 hours work in a day compared to 12.0 percent in rural areas.

Figure 5-1: Working Hours-Urban Rural Divide

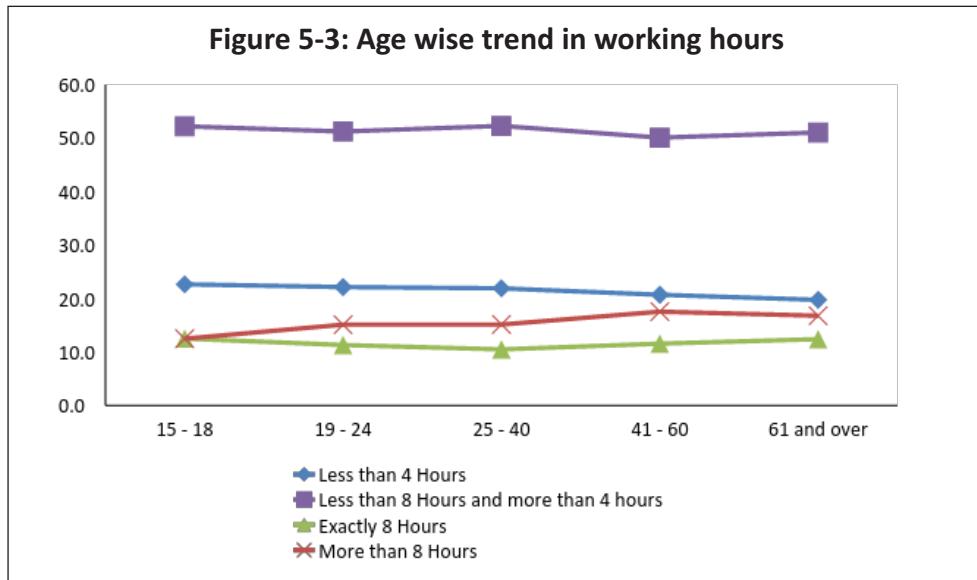


The bar charts below highlight that the percentage of the HBWs working less than 4 hours a day gradually decreases with the increase in age i.e. from 22.7 to 19.8. However, the percentage of the HBWs working for more than 8 hours daily gradually increases with the increase in the age up to the age of 60 years i.e. from 12.5 to 17.6 and declines subsequently.

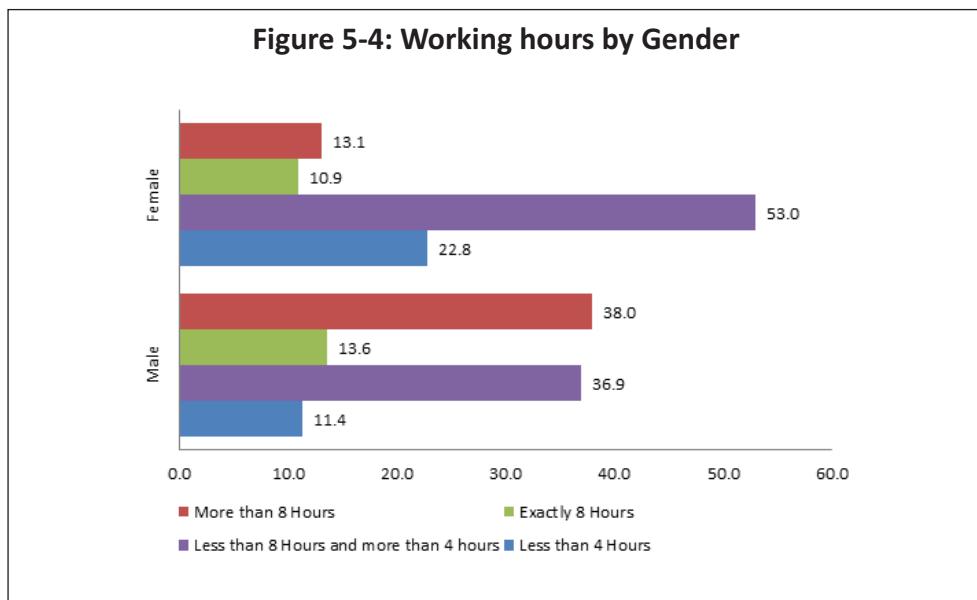
Figure 5-2: Working hours in different Age groups



Trends in terms of the involvement of the HBWs by age can be observed in the line graphs below:



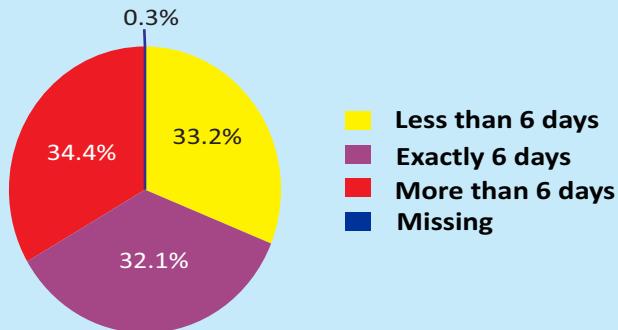
The percentage of the HBWs working less than 4 hours a day, above 4 hours and less than 8 hours a day, exactly 8 hours a day and more than 8 hours a day is reflected in the below bar diagram. Male HBWs are involved in doing more over work as compared to female HBWs i.e. 38.0 percent of male HBWs work more than 8 hours a day compared to 13.1 percent females.



5.3 Weekly Working Days

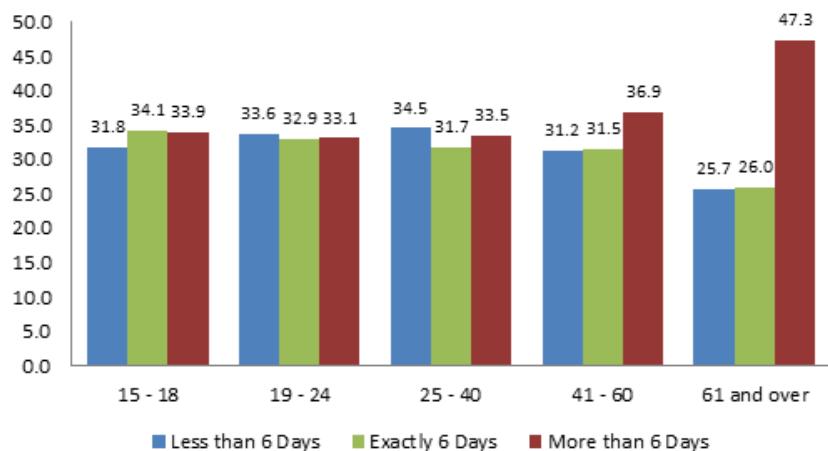
According to labour laws, a worker is permitted to work for 6 days a week. Graph 5.5 presents the percentage of the HBWs in respect of their engagement of number of days in a week. Overall, 33.2 percent of the HBWs are working less than 6 days in a week, 32.1 percent of the HBWs are working exactly 6 days in a week and 34.4 percent of the HBWs are working for more than 6 days in a week.

Figure 5-5: Weekly Working days



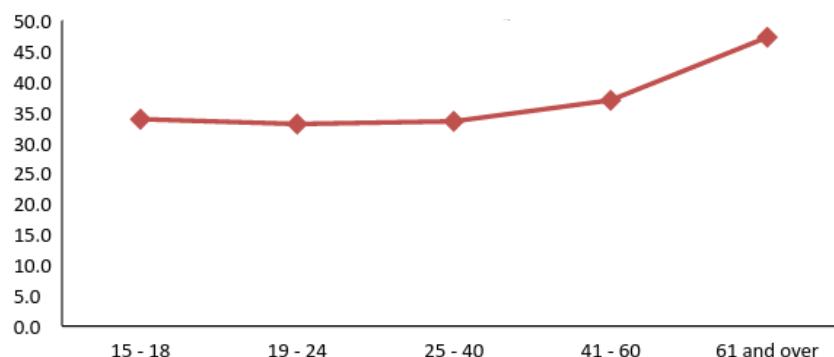
The following bar chart reflects the number of days of work of the HBWs in three categories i.e. age wise percentage of male and female workers working for less than 6 days a week; age wise percentage of male and female workers working for exactly 6 days in a week; and age wise category of male and female workers working for more than 6 days in a week.

Figure 5-6: Age wise Division of HBWs in terms of working days per week



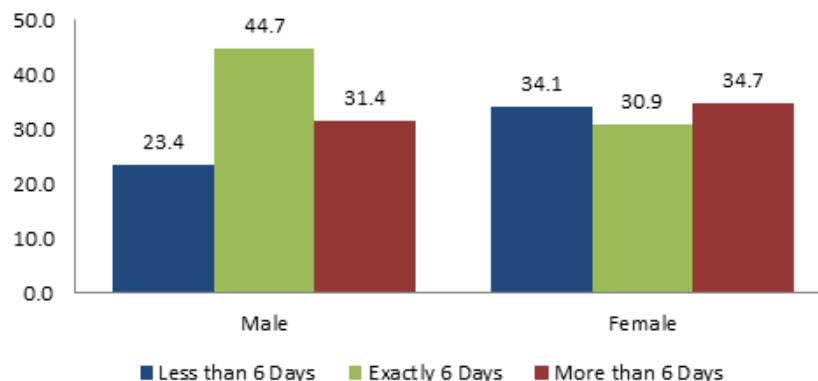
The percentage of the HBWs working in the category of “home based workers working less than 6 days a week” is decreasing with the increase in age. The percentage of the workers working in the category of “HBWs working exactly 6 days a week” is also decreasing with the increase in age. Contrarily, the percentage of the HBWs in the category of “HBWs working more than 6 days a week” is increasing with the increase in age. This very aspect is prominent in the line graph below.

Figure 5-7: Age wise distribution of workers working more than 6 days a week



The following bar chart highlights three categories of HBWs i.e. HBWs working less than 6 days a week, HBWs working exactly six days a week and HBWs working more than 6 days a week with a gender dimension. 34.7 percent of the female HBWs are working for more than 6 days a week as compare to 31.4 percent males.

Figure 5-8: Gender wise distribution of working days per week



5.4 Health and Safety at the Workplace

Health and safety refers to the protective measures essential for the protection of the workers at the workplace. The precautionary measures vary from workplace to workplace depending upon the nature of manufacturing process and the machinery or equipment used for production, manufacturing or processing. The Constitution of the Islamic Republic of Pakistan guarantees safety of the workers at the workplace. These Constitutional guarantees are enforced on ground through the implementation of labour laws. Some of these laws are as under:

Are as under:

- The Factories Act, 1934 (Chapter-III);
- The Mines Act, 1923;
- The Shops and Establishments Ordinance, 1969; and

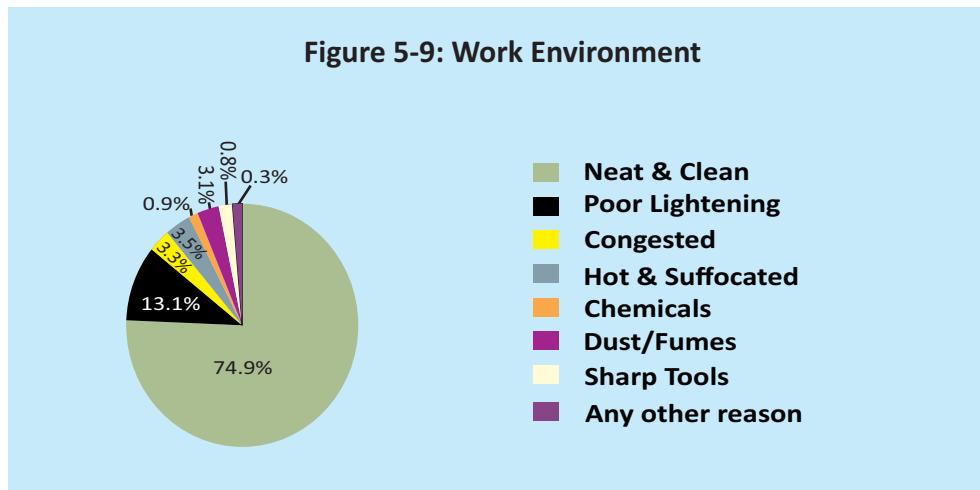
- The Punjab Restriction on Employment of Children Act, 2017.

Some of the important health and safety standards provided in these laws are:

- The workplace should not be crowded and congested;
- The sharp-edged machine tools are covered;
- Women and children should not work on the machinery declared as dangerous;
- First Aid Box should be placed available to deal with any emergency;
- Precautionary measures to avoid fire incidents and accidents;
- Health and safety signs and awareness posters are conspicuously displayed at the workplace;
- Adequate light is available at the workplace;
- Maintaining heat / temperature and humidity;
- Handling dust and fumes;
- Noise control;
- Controlling effluents of chemical and biological nature;
- Solid waste management; and
- Emergency exit provisions

HBWs are involved in doing different tasks in their homes or others' homes. The workplace is usually tidy and congested. The workplace is not permanent. In most cases, it usually keeps on shifting from living room to courtyard to roof top of the house.

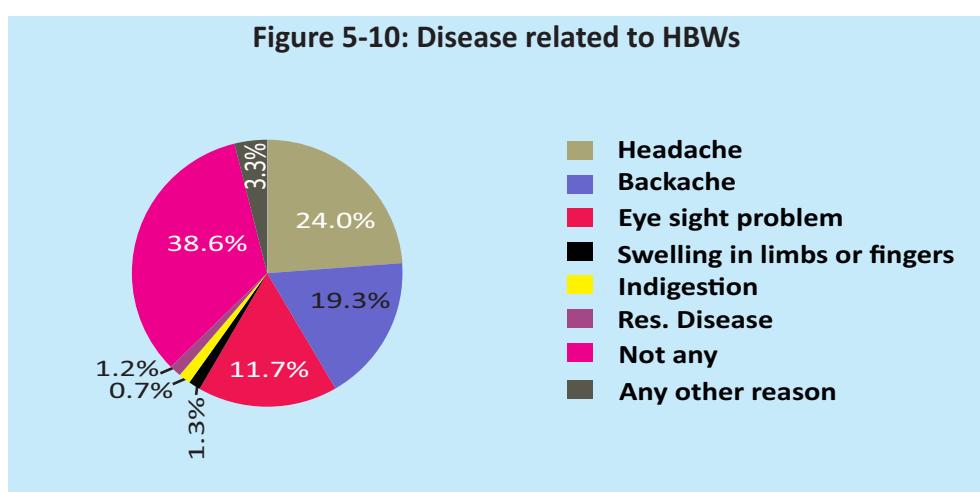
The responses of the HBWs with respect to their work environment are reflected in the below pie diagram:



The Pie diagram above shows that 13.1 percent of the HBWs face poor light situation at the workplace. The workplaces in respect of 3.3 percent are congested. 3.5 percent of the HBWs have to work at hot and suffocated workplaces. Workplaces of 3.1 percent of the workers contain dust and fumes. 0.9 percent of the HBWs face chemical hazards and 0.8 percent of them work with sharp machines/tools.

5.5 Diseases related to home based work

The responses of HBWs in respect of diseases are reflected in the following pie chart. 38.6 percent of the workers reported that they were free of any disease. 24 percent of the HBWs reported headache, 19.3 percent backache and 11.7 percent of the HBWs reported facing eye sight problems. 1.2 percent of the HBWs reported facing respiratory diseases.



Age wise distribution of diseases amongst the HBWs shows that backache and eye sight problems increase with the increase in age.

Figure 5-11: Age wise distribution of different diseases

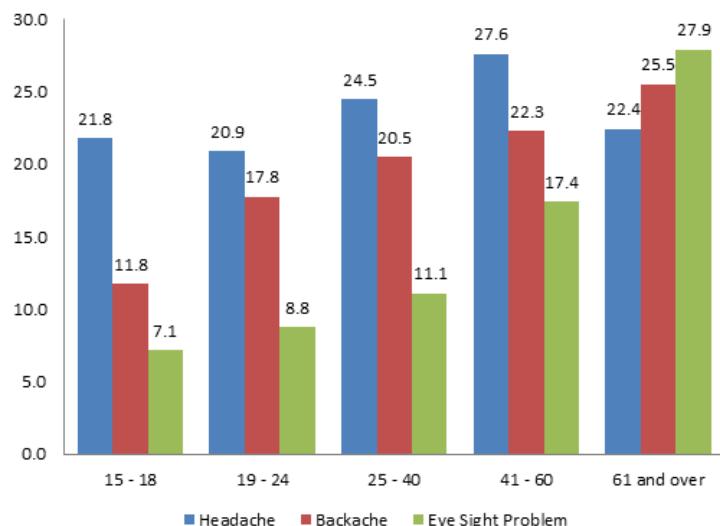
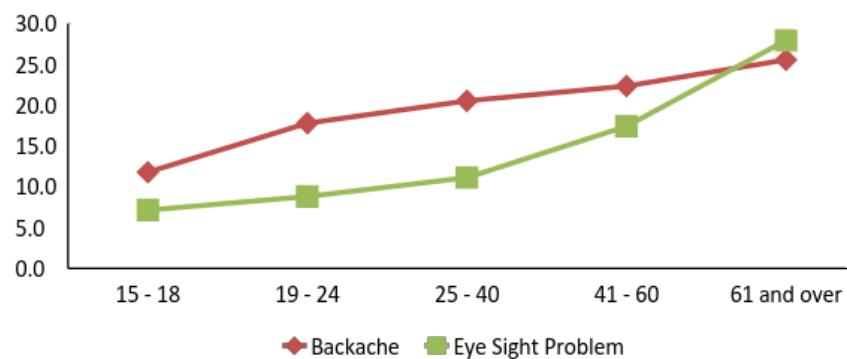
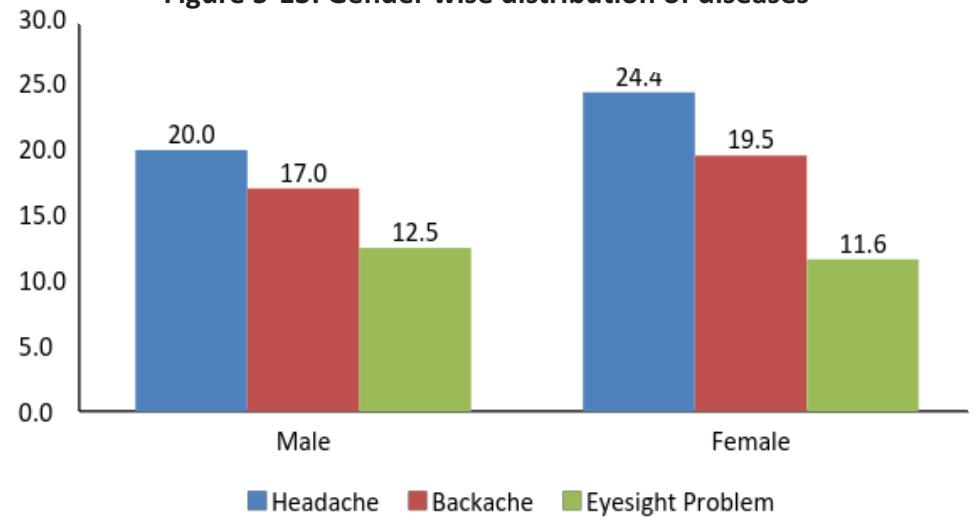


Figure 5-12: Age wise trend of diseases



The above line graph shows that the incidence of backache and eye sight problems are increasing amongst the HBWs with the increase in age.

Figure 5-13: Gender wise distribution of diseases



Headache is more common for female HBWs compared to males as 24.4 percent of the female HBWs face headache compared to 20.0 percent males. Backache is also more common amongst female HBWs compared to males as 19.5 percent of the female HBWs face backache compared to 17.0 percent males. The problem of eye sight is high amongst male HBWs.

5.6 Accidents and Injuries

Accidents in respect of HBWs are usually not reported. 17 percent of the HBWs reported injuries connected to their workplace. Only, 10.7 percent of the HBWs visit hospitals in case of injury. The rest goes to medical quacks or opt for self-medication or leave the injuries to heal on their own.

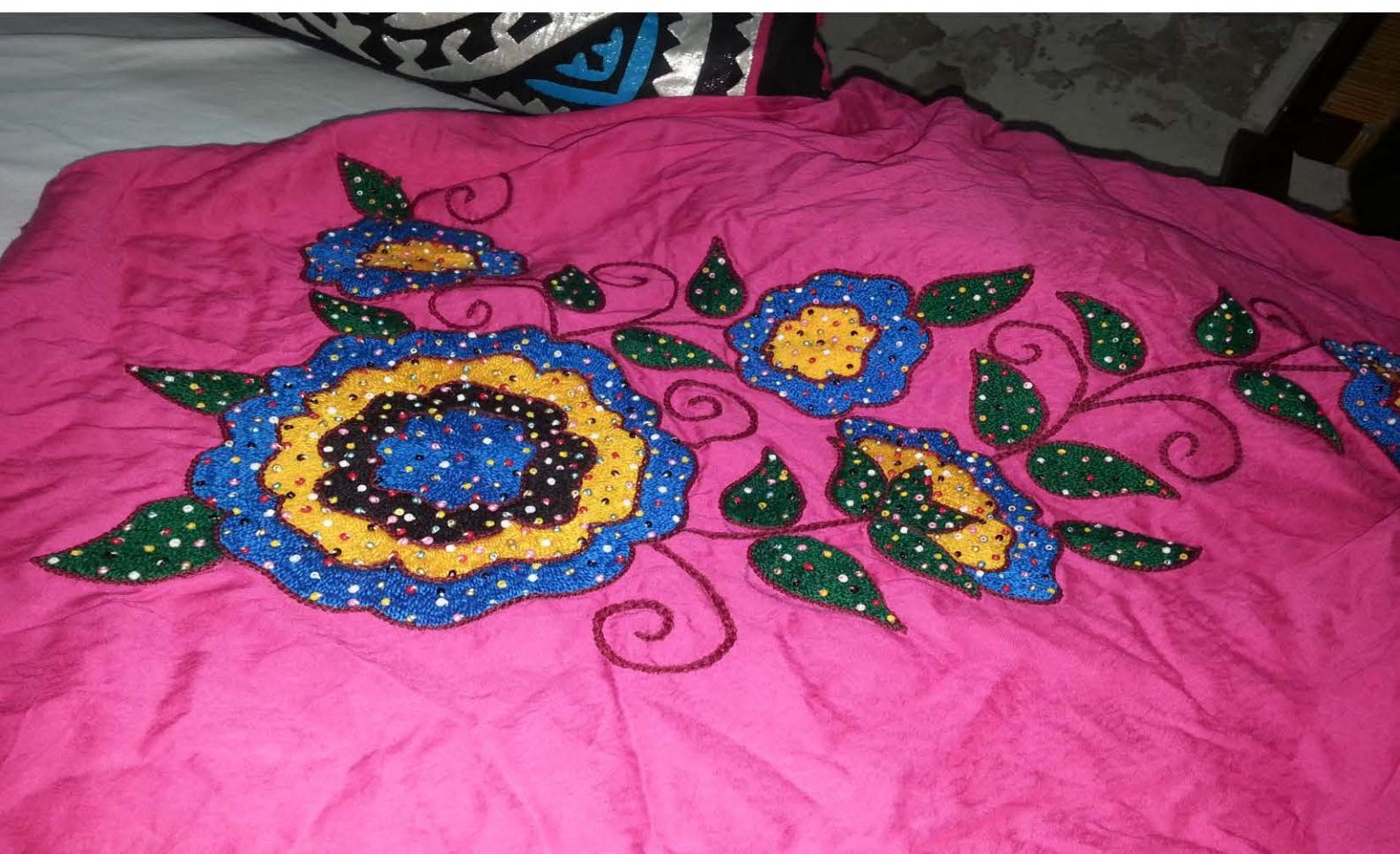
Figure 5-14: Injuries and Hospitalization of HBWs



5.7 Main Findings:

- 21.8 percent of the HBWs reported working for less than 4 hours in a day.
- 51.6 percent are working for more than 4 hours and less than 8 hours in a day.
- 11.2 percent of the HBWs are working exactly 8 hours in a day.
- 15.3 percent of the HBWs are working for more than 8 hours a day.
- 38.0 percent of male HBWs work more than 8 hours a day as compare to 13.1 percent females.
- 34.4 percent of the HBWs are working for more than 6 days a week.
- 34.7 percent of the female HBWs are working for more than 6 days a week as compared to 31.4 percent males.
- 13.1 percent of the HBWs face poor light situation.
- The workplaces in respect of 3.3 percent of the HBWs are congested.
- 3.5 percent of the HBWs have to work in hot and suffocated workplaces. Workplaces of 3.1 percent contain dust and fumes.
- 0.9 percent of the HBWs face chemical hazards.
- 0.8 percent of them work with sharp machines/tools.
- 38.6 percent of the workers reported that they were free of any disease.

- 24 percent of the HBWs reported headache.
- 19.3 percent of the HBWs face backache.
- 11.7 percent of the HBWs reported facing eye sight problems.
- 1.2 percent of the HBWs reported facing respiratory diseases.
- 24.4 percent of the female HBWs face headache as compared to 20.0 percent males.
- 19.5 percent of the female HBWs face backache as compared to 17.0 percent males.
- 17 percent of the HBWs reported injuries connected to their workplace.
- Only, 10.7 percent of the HBWs visit hospitals in case of injury.



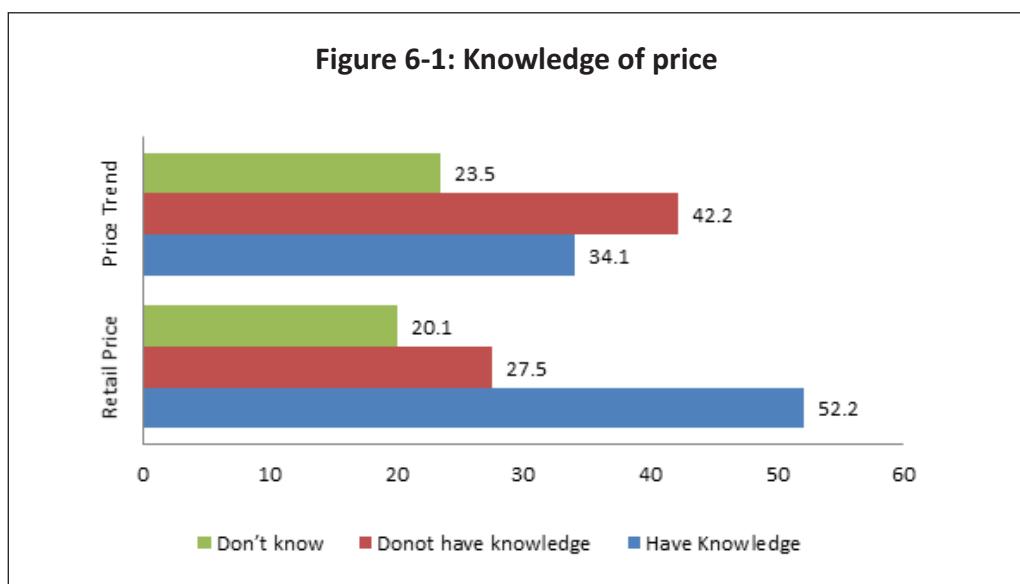
6. HOME BASED WORKERS AND MARKET

6.1 Introduction

HBWs perform different tasks on a piece rate basis. Raw material and disposal of final product is either managed by themselves or by any other member of the household or contractor or employer. Market knowledge and information about the prices of raw material and the prices of products is essential for grooming, growth and elevation of any business. Similarly, the availability of requisite skills and resources/funding is also crucial for the development and establishment of a business. The situation of the HBWs in respect of these areas has been the focus of discussion in this chapter.

6.2 Market Knowledge

HBWs' knowledge about the product price and trends in prices is reflected in the graph below. Only 52.2 of the HBWs have the knowledge of the prices of the products they produce. 27.5 percent of the HBWs do not know the retail price of their products. 20.1 percent replied having no idea about the price. Female HBWs as compared to males are less aware of the prices of the product they are manufacturing. Similarly, only 34.1 percent of the HBWs have knowledge of the trends in prices.



6.3 Technical and Vocational Education and Training (TVET)

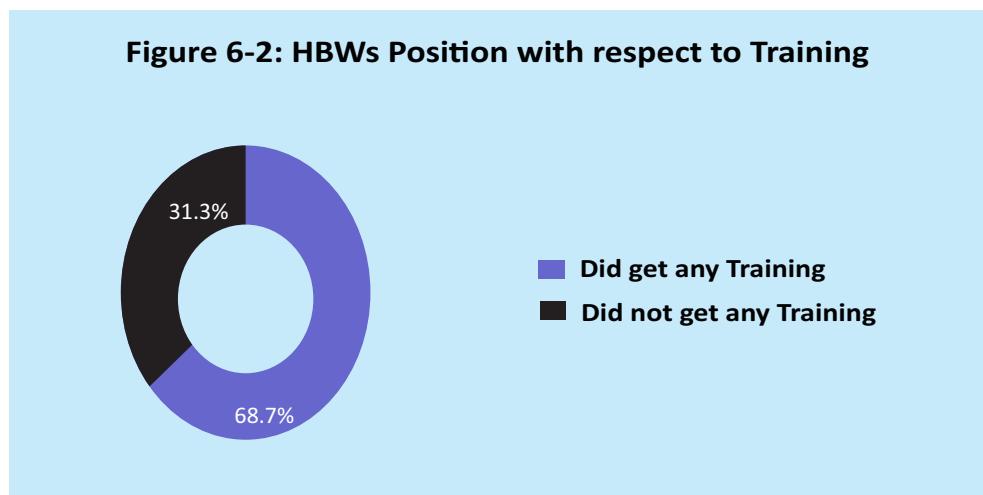
Internationally, skills are considered vital for poverty reduction, economic recovery and sustainable development. This very fact attracts the attention of policy makers to Technical and Vocational Education and Training (TVET). TVET comprises formal, non-formal and informal learning for entry into and within the world of work. Young people, women and men, learn knowledge and skills from basic to advanced levels across a wide range of institutional and work settings and in diverse socio-economic contexts⁶. The importance of training and skill development is recognized nationally and the Constitution of the Islamic Republic of Pakistan under Article 37 (c) provides for skill development and training of the citizens of Pakistan so that to enable them for productive employment.

⁶ <http://www.unesco.org/new/en/education/themes/education-building-blocks/technical-vocational-education-and-training-tvet/>

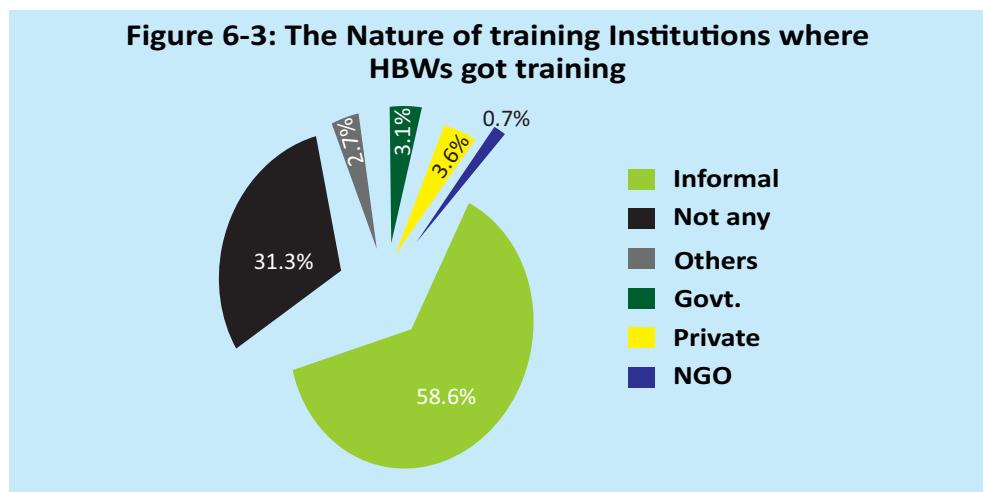
Punjab Technical Education & Vocational Training Authority (TEVTA), Punjab Skill Development Council (PVTC) and Punjab Skill Development Fund (PSDF) are functional in the province under the technical guidance of the National Vocational & Technical Training Commission (NAVTC).

HBWs perform semi-skilled tasks and their skills can be recognized through TEVTA, PVTC and PSDF skill development programs.

The following graph reflects that 68.7 percent of the HBWs got training before starting their present work whereas 31.3 percent of them did not get any training for the work they are presently engaged in.

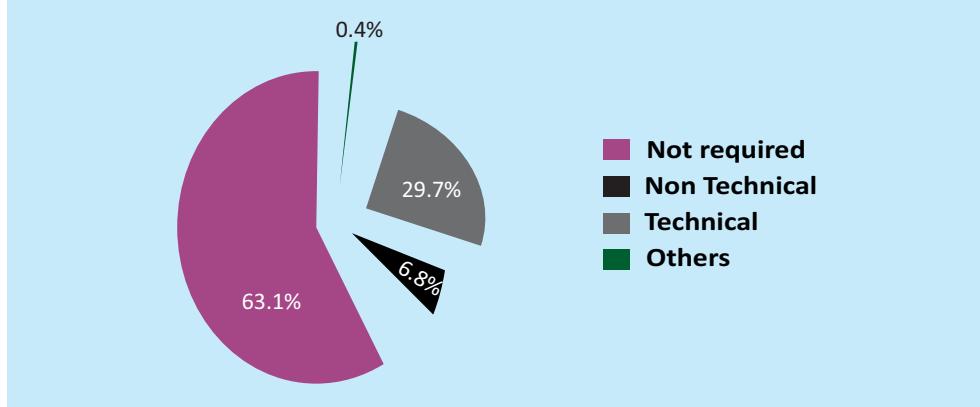


The percentage of the HBWs who got training is reflected in the pie graph below. Most of them got training from informal setup. The role of the Government's institutions is limited.



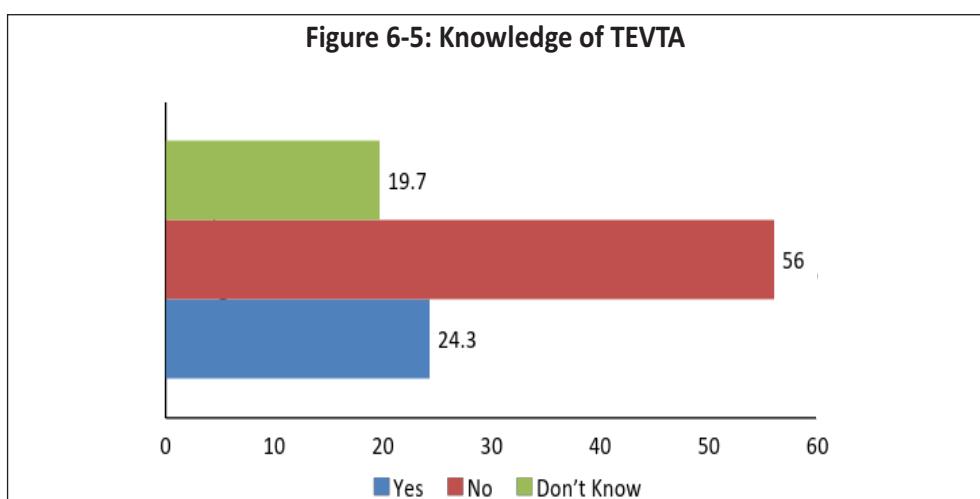
The graph below highlights the future demand of training by the HBWs. It shows that 29.7 percent of the HBWs responded in favour of technical training. 63.1 percent did not express interest in receiving training and 6.8 percent needed non-technical training.

Figure 6-4: Types of training Demand



HBWs' knowledge about training institutions is reflected in the following pie graph. Only 24.3 percent of the HBWs had information about TEVTA.

Figure 6-5: Knowledge of TEVTA

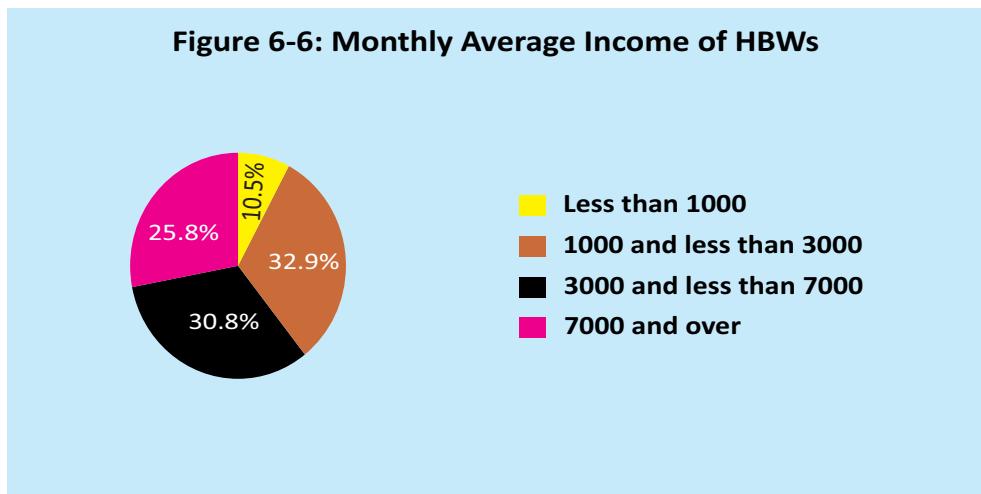


6.4 Remuneration and Income⁷

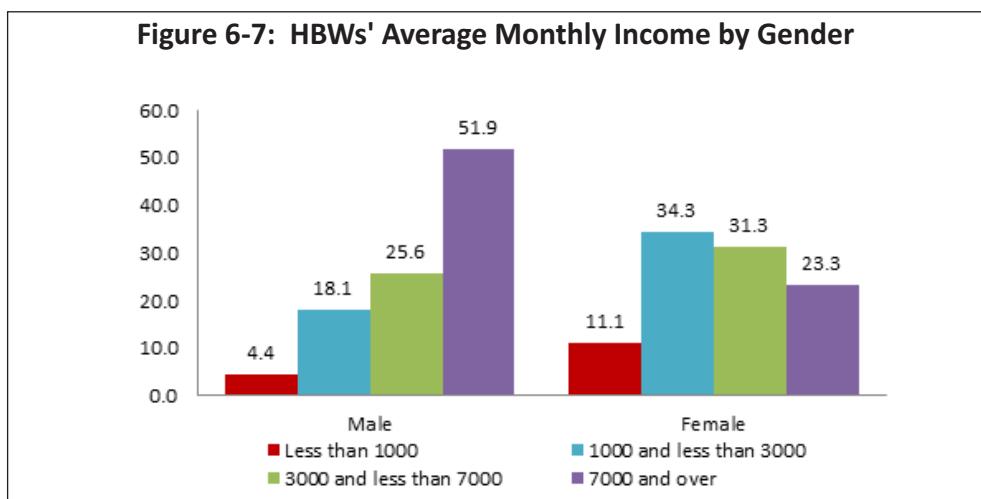
Remuneration and income determines a person's economic position and living standard in the society, that is why fair wage and fair remuneration have been considered as basic indicators of decent work. ILO's Convention 100 on Equal Remuneration under Article-1 (b) requires ratifying state to ensure equal remuneration for men and women workers for work of equal value. Article-3 of the Constitution of the Islamic Republic of Pakistan stipulates that the state shall ensure the elimination of all forms of exploitation and the gradual fulfillment of fundamental principles, from each according to his/her ability and to each according to his/her work.

⁷ Monthly prescribed minimum wage for the unskilled workers in Punjab is PKR: 14000/-

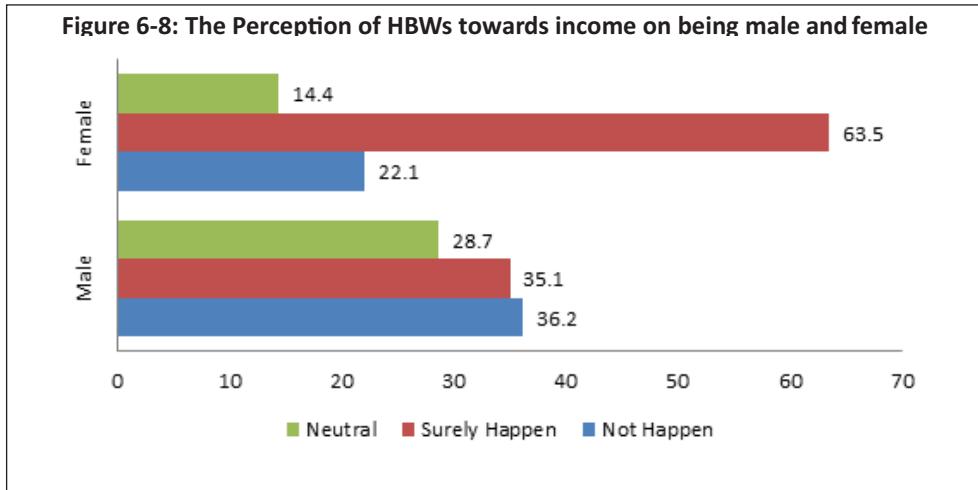
The diagram below presents the percentage of the HBWs with average monthly income. The average monthly income of 10.5 percent of the HBWs is less than PKR: 1000/-, the average monthly income of 32.9 percent of the HBWs falls between PKR: 1000 to 3000/-, the average monthly income of 30.8 percent falls between PKR: 3000 to 7000/-, and the average monthly income of 25.8 percent of the HBWs exceeds PKR: 7000/-.



The comparison of the average monthly income of males and females is reflected in the bar charts below. The average monthly income of 11.1 percent of female HBWs falls in the lowest category i.e. less than PKR: 1000/- as compared to 4.4 percent for male HBWs. Most of the female HBWs (65.6 percent) earn in the category of PKR: 1000 to 7000/- per month. The average monthly income of 23.3 percent of female HBWs is more than PKR: 7000/-. However, the average monthly income of 51.9 percent male HBWs is more than PKR: 7000/-.

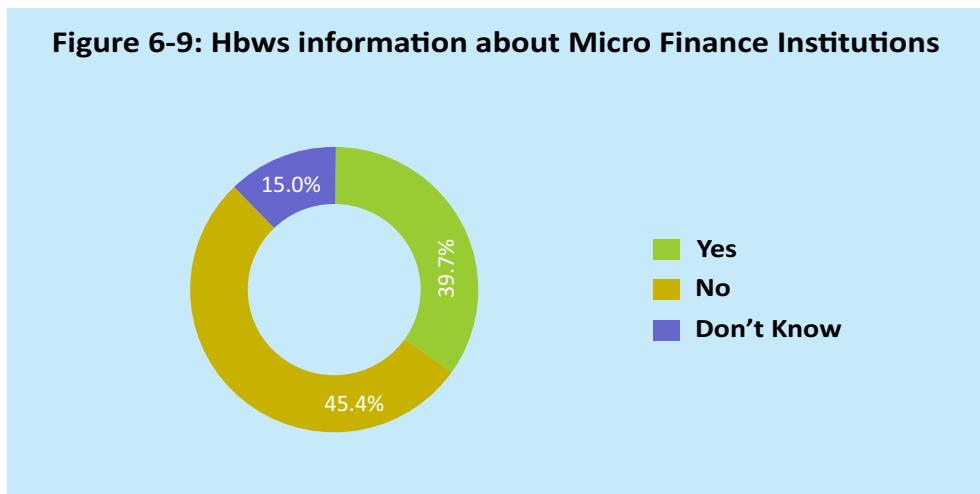


The pie graph below presents the HBWs' perception towards income on being male or female. 35.1 percent of the male and 63.5 of the female HBWs perceived that being a male or female definitely impacts HBWs' income.



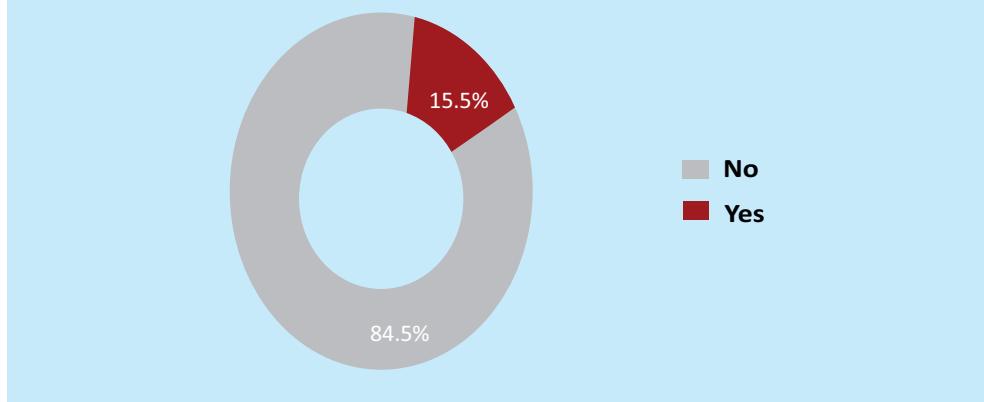
6.5 Access to Credit

45.4 percent of the HBWs have no knowledge about the micro credit institutions and only 15 percent of the HBWs have knowledge about micro-finance institutions.



The diagram below shows that 84.5 percent of the HBWs do not benefit from the micro credit facility.

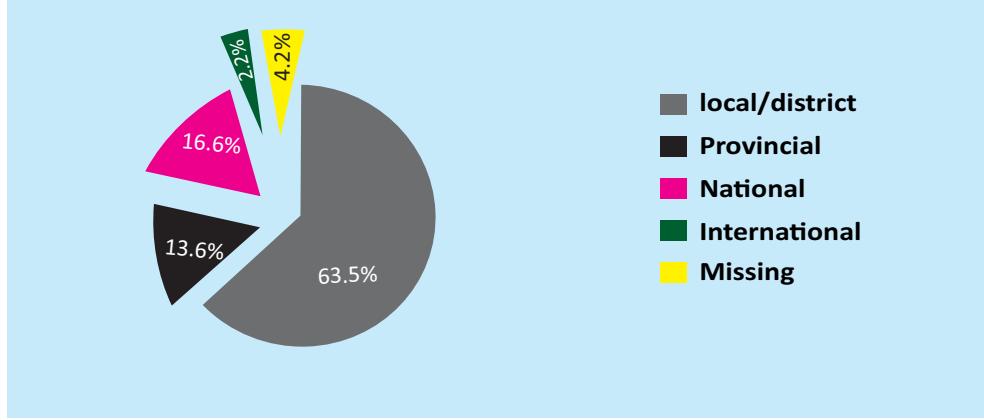
Figure 6-10: HBWs Benefiting from Micro Finance Institutions



6.6 Industrial Exhibitions

HBWs' participation in exhibition is negligible as 99.1 percent of the HBWs had never participated in any exhibition. Only 0.8 percent informed that they participated in industrial exhibitions. However, their participation is limited to the local level as 63.5 percent of the HBWs who participated in exhibition reported their participation only at the local and district level.

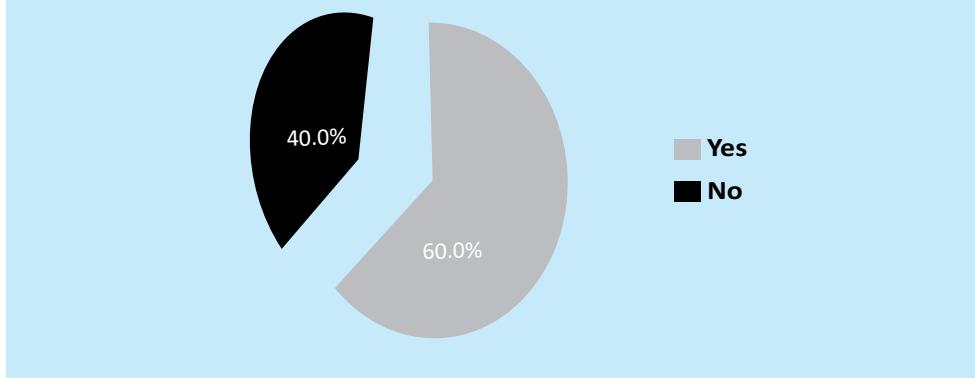
Figure 6-11: HBWs level of participation in industrial Exhibitions



6.7 Relationship with Contractor:

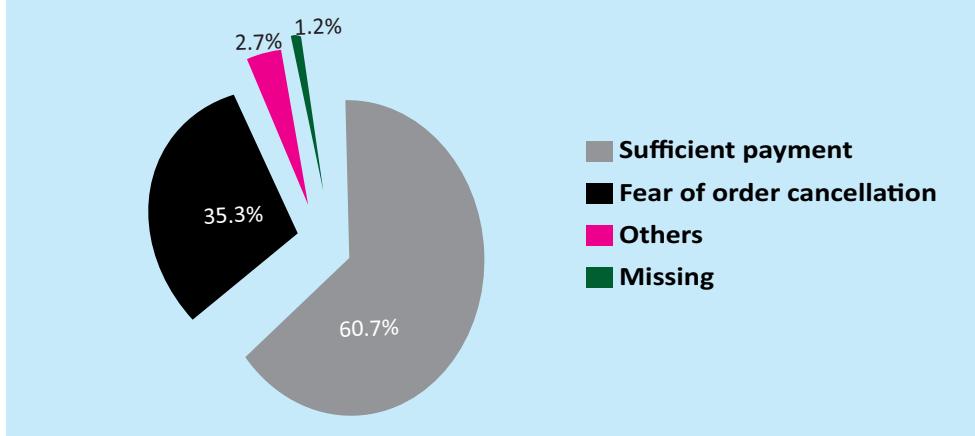
Contractor or middle person is a critical link between the ultimate employer and the HBWs. The relationship of the HBWs with the contractor, therefore, matters. The percentage of the HBWs who asked their contractor for an enhancement in their remuneration is reflected in the pie diagram below. 60 percent of the HBWs asked for an increase in payment. However, only 12.3 percent of them were successful in receiving an enhancement in their remuneration.

Figure 6-12: HBWs who asked for a payment increase



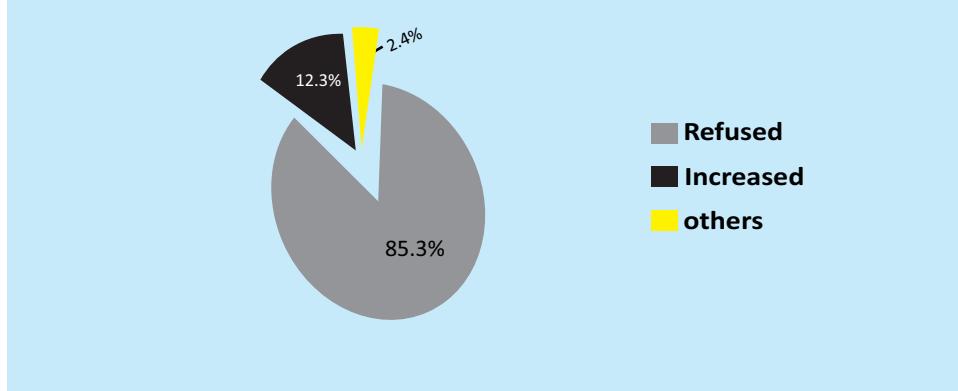
35 percent of the HBWs who did not ask for an enhancement in their remuneration could not ask for it due to the fear that they would lose the contract. The response is highlighted in red color in the below diagram. However, the other 60.7 percent believe that the payment is sufficient.

Figure 6-13: Reasons for not asking enhancement in remuneration



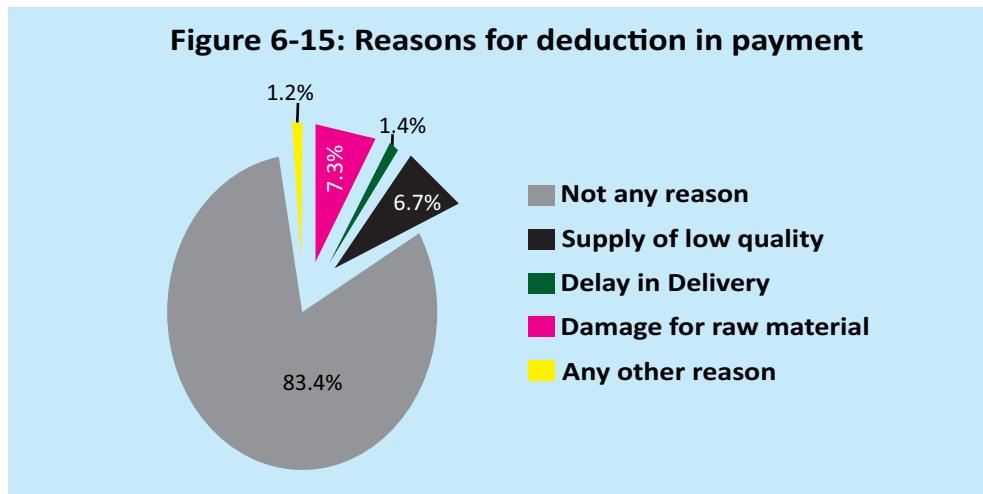
Only 12.3 percent of the HBWs who asked for enhancement in remuneration were successful in receiving enhancement in remuneration.

Figure 6-14: Reaction of the contractor for increase in payment



6.8 Deduction from Remuneration

The respondents stated many reasons of deduction in their remuneration by the contractor. Pie chart below highlights that out of 16.6 percent who reported deduction in remuneration, 7.3 informed that it was due to damaged raw material, according to 6.7 percent it was due to supply of low quality products and 1.4 percent were of the view that it was due to delay in delivery.



6.9 Main Findings:

- Only 52.2 percent of the HBWs have the knowledge of the prices of the product they produce.
- 68.7 percent of the HBWs got training before entry into their present work whereas 31.3 percent of them did not receive any training for the work they are presently engaged in.
- 56 percent of the HBWs do not have the knowledge of TEVTA.
- The average monthly income of 10.5 percent of HBWs is less than PKR: 1000/- and the average monthly income of 32.9 percent of the HBWs falls between PKR: 1000 and 3000/-.
- 35.1 percent of the male and 63.5 of the female HBWs perceived that being a male or a female impact HBWs' income.
- 45.4 percent of the HBWs have no knowledge about the micro credit institutions.
- 84.5 percent of the HBWs did not benefit from the micro credit facility.
- 99.1 percent of the HBWs never participated in any exhibition.
- There is a deduction from the remuneration of the HBWs in case of damage in raw material, delay in supply, poor quality and also for some unknown reasons.

7. PROTECTION OF HOME BASED WORKERS

7.1 Introduction

Social protection refers to social security, labour welfare and social safety nets for the working community. Social protection of the workers and their families along with addressing poverty also contributes positively in terms of the productivity of the workers. It also leads to the social inclusion of the workers in society. The Constitution of the Islamic Republic of Pakistan under Article 38(c) guarantees all persons employed in the service of Pakistan or otherwise, social security by compulsory social insurance or other means. Article 38(d) of the Constitution requires from the State to provide necessities of life, such as food, clothing, housing, education and medical relief, for all such citizens, irrespective of sex, caste, creed or race, who are permanently or temporarily unable to earn their livelihood on account of infirmity, sickness or unemployment. The Federal and the Provincial Governments through some specific schemes endeavour to help poor and vulnerable segments of society. BISP, Punjab Social Protection Authority (PSPA), Pakistan Bait-ul-mal, Zakat Department, etc. are some of the social protection schemes/ institutions for the targeted vulnerable groups of people in Pakistan. The following schemes are meant for the social protection and welfare of the workers:

Punjab Employees' Social Security for health coverage of workers and dependants,

Employees' old-age benefits for old-age pension, invalidity pension and other benefits after retirement;

Workers' Welfare Fund/ Boards for free education of workers children, marriage grant, death grant and other welfare measures;

Workers' compensation / group insurance in case of injury and death.

The above schemes are applicable to workers engaged in the industrial and commercial establishments in the formal sector.

The above schemes are applicable to workers engaged in the industrial and commercial establishments in the formal sector.

7.2 HBWs' Knowledge about the Existing Workers Specific Social Protections Schemes

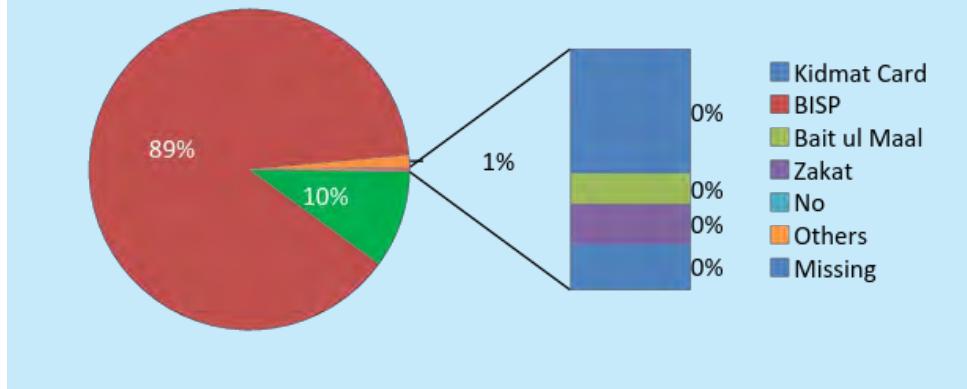
Table HS6⁸ presents HBWs' knowledge about social protection schemes presently available for the workers. Overall, 90.6 percent of the HBWs do not have any knowledge/ information about the workers related presently available social protection schemes in Punjab.

7.3 Social Safety Nets

The graph 7.1 presents HBWs position with respect to their registration with social safety nets and the Government's special initiatives to protect the vulnerable groups of people. Overall, 88.5 percent of the HBWs are not registered with any of the social safety nets or with the Government's special initiatives. The following pie graph highlights the HBWs' position in respect of their registration with social safety nets.

⁸ Table Hs6 in the appendix

Figure 7-1: HBWs Registration with Social Safety net



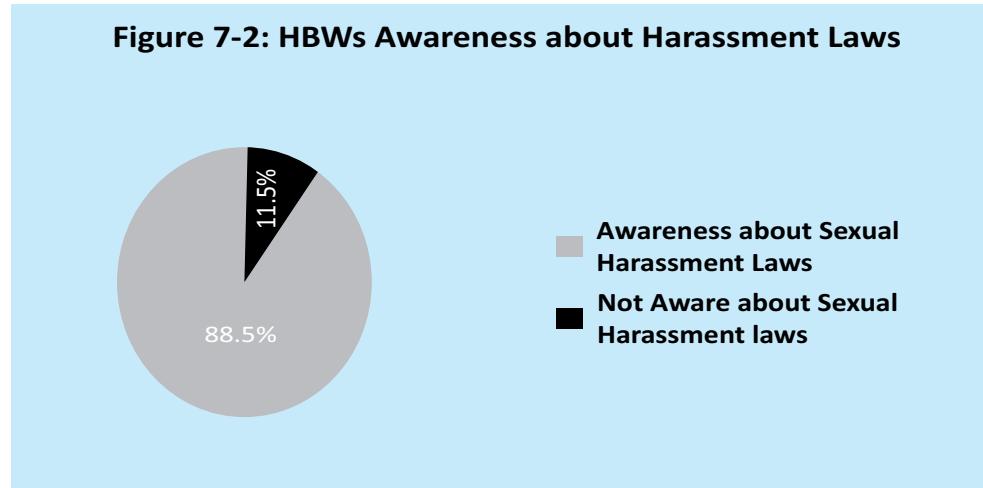
9.8 percent of the HBWs are registered with BISP. However, the registration with other special schemes and initiatives is less than 1 percent.

7.4 Protection from Harassment

The graph 7.2⁹ presents HBWs position with respect to their protection from harassment and their knowledge and perception towards existing law on protection of women against harassment at workplace. It shows that 4.9 percent of the HBWs do not feel secure at the workplace. 3.6 percent of the HBWs faced incidents of harassment at the workplace.

A majority of the HBWs are unaware about the existing laws on harassment. 88.5 percent of the HBWs are not aware about the existing law on harassment.

Figure 7-2: HBWs Awareness about Harassment Laws



7.5 Legal Protection

The Constitution of the Islamic Republic of Pakistan guarantees the protection of the rights of the workers at the workplace and beyond. The Article 4 of the Constitution states that the right to enjoy the protection of law and to be treated in accordance with the law is the inalienable right of every citizen. Article 11 prohibits slavery and all forms of forced labour and trafficking in human beings including child labour.

⁹ See Table LR1 in the Appendix.

Article 17 deals with freedom of association and provides that every citizen shall have the right to form associations or unions, subject to any reasonable restriction imposed by law in the interests of morality or public order.

Article 18 prescribes the right of its citizens to enter upon any lawful profession or occupation, and to conduct any lawful trade or business. Article 25 lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone. Article 25-A guarantees free and compulsory education by the State to all the children aged 5 to 16 years.

These guaranteed rights of the Constitution are transmitted on the ground through the enforcement of relevant laws. Major laws are:

- The Factories Act, 1934
- The Shops and Establishments Ordinance, 1969
- The Payment of Wages Act, 1936
- The Minimum Wages Ordinance
- The Punjab Industrial Relations Act, 2010
- The Punjab Restriction on Employment of Children Act, 2017
- The Punjab Free and Compulsory Education Act, 2014
- The Bonded Labour System (Abolition) Act, 1992
- The Punjab Employees' Social Security Ordinance, 1965
- The Employees' Old-Age Benefits Act, 1976

The following departments are responsible for the enforcement of these laws:

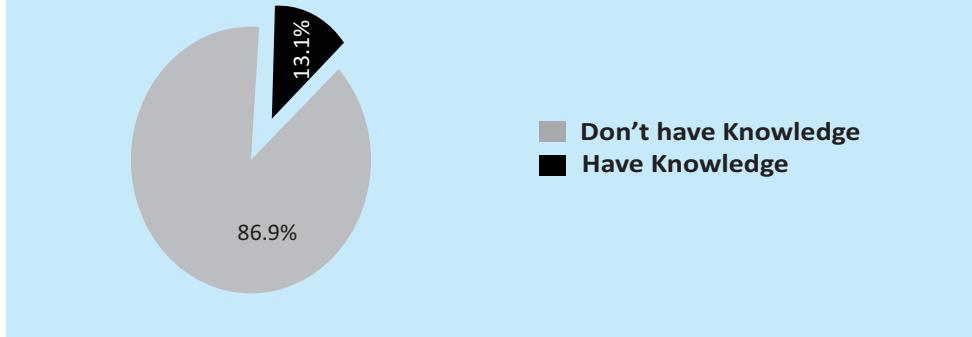
- The Directorate General of Labour Welfare, Punjab
- The Punjab Employees' Social Security Institution (PESSI)
- The Employees' Old-Age Benefits Institutions (EOBI)
- The Punjab School Education Department
- The Punjab Minimum Wages Board
- The Labour Courts

HBWs should have basic information about these laws, Government Departments and Institutions so that they can approach the relevant organization in case of any difficulty and facilitation and support to ensure the provision of these rights.

Graph 7.3¹⁰ presents the position of the HBWs regarding their knowledge about the existing labour laws. Overall, 86.9 percent of the HBWs do not have any knowledge about any existing labour law.

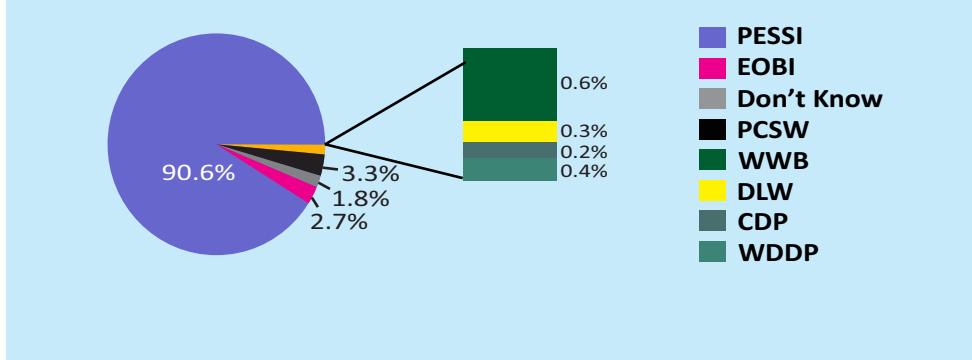
¹⁰ See Table LR2 in the Appendix

Figure 7-3:HBWs Knowledge of Labour Laws



HBWs have limited information about the Government departments and organizations working for the welfare of the workers and administering social protection and welfare schemes for the vulnerable segments of society. The diagram below highlights that 90.6 percent of the HBWs do not have any knowledge about these institutions. 2.7 percent of the HBWs have information about the Punjab Commission on the Status of Women. Very few HBWs have information about social protection institutions like, Punjab Employees Social Security Institution (PESSI), Directorate General Labour Welfare (DGLW), Employees Old Age Benefit Institution (EOBI), Workers Welfare Board (WWB), etc.

Figure 7-4: HBWs Awareness about Social Protection/Welfare Institutions



7.6 Main Findings

- 88.5 percent of the HBWs are not registered with any of the social safety nets or with the Government's special initiatives.
- 4.9 percent of the HBWs do not feel secure at the workplace.
- 3.6 percent of the HBWs have faced incidents of sexual harassment at the workplace.
- 88.5 percent of the HBWs are not aware about the existing law on sexual harassment.
- 86.9 percent of the HBWs do not have any knowledge about any existing labour law.

APPENDIX-A: Provincial Tables

Table ED2: Reasons of not Attending School

	Poverty	Disease/ Disability	Weak in Study	Less Interested in Education	Working	HH Chores	Other	Total	Total No. of HBWs
Punjab	62.3	2.0	2.5	6.9	2.4	11.0	13.0	100.0	10399
Trans gender	65.1	2.5	5.1	7.3	7.9	5.6	6.4	100.0	795
Female	62.0	1.9	2.3	6.9	1.9	11.5	13.5	100.0	9598
Male	41.6	0.0	0.0	0.0	0.0	26.7	31.7	100.0	6

Table ED3: Literacy

	Literate	Illiterate	Total	Total No. of HBWs
Punjab	52.3	47.7	100.0	13469
Male	54.4	45.6	100.0	1167
Female	52.0	48.0	100.0	12293
Transgender	66.2	33.8	100.0	9
Urban	56.9	43.1	100.0	7541
Rural	46.4	53.6	100.0	5928
15–18	73.4	26.6	100.0	1711
19–24	72.3	27.7	100.0	2701
25–40	50.5	49.5	100.0	6226
41–60	25.9	74.1	100.0	2534
61 and over	11.3	88.7	100.0	297

Table WP1-Occupation: Sectors of HBW

Home Based Worker's Covered Occupation	Area			Gender		Transgender	Total	Total No. of HBWs	Percentage HBWs in each sector
	Urban	Rural	Total	Male	Female				
Total	56.0	44.0	100.0	8.7	91.3	0.1	100.0	13469	100.0
Stitching Garments	57.5	42.5	100.0	4.3	95.6	0.1	100.0	4199	31.2
Needle Work on Adda	66.1	33.9	100.0	9.6	90.4	0.0	100.0	1325	9.8
Embroidery(Machini +Ritta work)	46.5	53.5	100.0	3.2	96.8	0.0	100.0	936	6.9
Football Stitching	21.2	78.8	100.0	7.9	91.9	0.2	100.0	550	4.1
Regional Embroidery (Handmade)	53.8	46.2	100.0	2.0	98.0	0.0	100.0	512	3.8
Other (Stitching/ Embroidery)	68.6	31.4	100.0	6.9	92.9	0.2	100.0	505	3.7
Shoes Making	80.0	20.0	100.0	32.3	67.7	0.0	100.0	439	3.3
Gotta Work	54.5	45.5	100.0	10.9	89.1	0.0	100.0	343	2.5
Baan Making	34.5	64.5	100.0	21.9	78.1	0.0	100.0	325	2.4
Ralli Making	58.5	41.5	100.0	3.3	96.7	0.0	100.0	283	2.1
Chengair Making	11.9	88.1	100.0	3.2	96.8	0.0	100.0	276	2.0
Pranda & Trouser String (Azar- Band) Making	45.8	54.2	100.0	4.6	95.4	0.0	100.0	249	1.9
Mats and Basket Making	49.9	50.1	100.0	4.1	95.9	0.0	100.0	237	1.8
Nilkiyon Main Dhaga Bharna	58.3	41.7	100.0	12.1	87.4	0.5	100.0	204	1.5
Special Stitch	52.2	47.8	100.0	12.4	87.6	0.0	100.0	182	1.4
Gloves Making	91.2	8.8	100.0	15.0	85.0	0.0	100.0	176	1.3
Karosiye ka Kaam	29.7	70.3	100.0	1.8	98.2	0.0	100.0	170	1.3
Others (Plastic Work)	90.6	9.4	100.0	2.5	97.5	0.0	100.0	169	1.3
Needle Work on Khusa	57.1	42.9	100.0	1.7	98.3	0.0	100.0	167	1.2
Door Making/ Kaies Maing/ Cage Making	91.2	8.8	100.0	29.7	70.3	0.0	100.0	154	1.1
Artificial Jewelry	86.8	13.2	100.0	12.0	88.0	0.0	100.0	127	0.9
Lace Making	23.8	76.2	100.0	5.6	94.4	0.0	100.0	112	0.8
Carpet Weaving	38.5	61.5	100.0	12.5	87.5	0.0	100.0	112	0.8

Table WP1-Occupation: Sectors of HBW -Contd.

Home Based Worker's Covered Occupation	Area			Gender				Total	Total No. of HBWs	Percentage HBWs in each sector
	Urban	Rural	Total	Male	Female	Transgender				
Others (Kite making)	70.2	29.8	100.0	15.2	84.8	0.0	100.0	111	0.8	
Other (Handicraft)	67.7	32.3	100.0	10.6	89.4	0.0	100.0	109	0.8	
Earthen Posts Making	16.9	83.1	100.0	43.2	56.8	0.0	100.0	102	0.8	
Other (Paper Products)	64.8	35.2	100.0	9.8	90.2	0.0	100.0	91	0.7	
Bed Cover Making	88.0	12.0	100.0	3.1	96.9	0.0	100.0	84	0.6	
Food Making Preparing	73.2	26.8	100.0	19.3	80.7	0.0	100.0	82	0.6	
Other (Food Products)	76.1	23.9	100.0	15.2	84.8	0.0	100.0	77	0.6	
Cloth Washing/Packing of Sweaters etc.	87.1	12.9	100.0	7.2	92.8	0.0	100.0	70	0.5	
Garments & Labeling	83.8	16.2	100.0	5.2	94.8	0.0	100.0	63	0.5	
Making Decoration Pieces	28.0	72.0	100.0	11.9	88.1	0.0	100.0	60	0.4	
Other-II (Misc.)	3.6	96.4	100.0	0.0	100.0	0.0	100.0	58	0.4	
Decorative String	94.7	5.3	100.0	10.9	89.1	0.0	100.0	56	0.4	
Mirror Work	52.6	47.4	100.0	3.8	96.2	0.0	100.0	54	0.4	
Paper Flower Making	22.4	77.6	100.0	3.5	96.5	0.0	100.0	52	0.4	
Designing & Painting of Earthern Pots	79.0	21.0	100.0	17.0	83.0	0.0	100.0	47	0.4	
Garments Making	10.4	89.6	100.0	32.5	67.5	0.0	100.0	39	0.3	
Hand Making Fans etc.	24.6	75.4	100.0	7.9	92.1	0.0	100.0	39	0.3	
Chicks Making	52.9	47.1	100.0	27.6	72.4	0.0	100.0	33	0.2	
Butter Making	27.2	72.8	100.0	4.4	95.6	0.0	100.0	33	0.2	
Other (Wooden Work)	71.9	28.1	100.0	28.3	71.7	0.0	100.0	33	0.2	
Other (Pottery Making)	6.7	93.3	100.0	72.2	27.8	0.0	100.0	32	0.2	
Washer Making	21.9	78.1	100.0	13.6	86.4	0.0	100.0	32	0.2	
Stuffed Toys	17.6	82.4	100.0	6.9	93.1	0.0	100.0	30	0.2	
Miscellaneous (Binding)	100.0	0.0	100.0	19.2	80.8	0.0	100.0	25	0.2	
Packing Foods Products	87.0	13.0	100.0	24.3	75.7	0.0	100.0	24	0.2	

Table WP1-Occupation: Sectors of HBW -Contd.

Home Based Worker's Covered Occupation	Area			Gender			Transgender	Total No.of HBWs	Percentage HBWs in each sector
	Urban	Rural	Total	Male	Female	Total			
Paper Bags Making	69.8	30.2	100.0	23.4	76.6	0.0	100.0	19	0.1
Dong Cake	33.5	66.5	100.0	0.0	100.0	0.0	100.0	19	0.1
Class roller Making	72.9	27.1	100.0	6.6	93.4	0.0	100.0	17	0.81
Clay Pots	49.5	50.5	100.0	57.6	42.4	0.0	100.0	16	0.1
Peanuts Peeling	100.0	0.0	100.0	22.0	78.0	0.0	100.0	15	0.1
Leather Making	60.0	40.0	100.0	8.6	91.4	0.0	100.0	15	0.1
Other (Electronics Products)	100.0	0.0	100.0	17.6	82.4	0.0	100.0	13	0.1
Pine nuts Peeling	17.0	83.0	100.0	0.0	100.0	0.0	100.0	13	0.1
Spare Parts of Motorcycle	100.0	0.0	100.0	25.3	74.7	0.0	100.0	13	0.1
Leather Bags Making	84.9	15.1	100.0	39.6	60.4	0.0	100.0	12	0.1
Furniture Making	82.5	17.5	100.0	50.2	49.8	0.0	100.0	10	0.1
Book Binding	55.1	44.9	100.0	21.1	78.9	0.0	100.0	10	0.1
Stone Products	100.0	0.0	100.0	89.5	10.5	0.0	100.0	*	0.1
Fishing nets stitching	88.8	11.2	100.0	11.2	88.8	0.0	100.0	*	0.1
Electric Operatus	76.3	23.7	100.0	40.4	59.6	0.0	100.0	*	0.1
Other (Leather Products)	57.3	42.7	100.0	11.2	88.8	0.0	100.0	*	0.1
Bangle Making	100.0	0.0	100.0	13.2	86.8	0.0	100.0	*	0.1
Kert Making	11.9	88.1	100.0	20.5	79.5	0.0	100.0	*	0.1
Packing Vegetables	100.0	0.0	100.0	17.6	82.4	0.0	100.0	*	0.0
Other (Surgical Industry)	71.5	28.5	100.0	28.5	71.5	0.0	100.0	*	0.0
Vegetable Peeling	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Sauce/Picle Making	81.0	19.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Ajrak Making	70.3	29.7	100.0	0.0	100.0	0.0	100.0	*	0.0
Other (Milk Products)	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Wood Painting	21.8	78.2	100.0	35.7	64.3	0.0	100.0	*	0.0

Table WP1-Occupation: Sectors of HBW -Contd.

Home Based Worker's Covered Occupation	Area			Gender			Total	Total No. of HBWs	Percentage HBWs in each sector
	Urban	Rural	Total	Male	Female	Transgender			
Others-I (Misc.)	24.8	75.2	100.0	57.9	42.1	0.0	100.0	*	0.0
Card Box Making	9.5	90.5	100.0	0.0	100.0	0.0	100.0	*	0.0
Making Bamboo Goods	0.0	100.0	100.0	58.8	41.2	0.0	100.0	*	0.0
Brush Making	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Surgical Instruments	0.0	100.0	100.0	100.0	0.0	0.0	100.0	*	0.0
Leather Jacket making	50.8	49.2	100.0	16.6	83.4	0.0	100.0	*	0.0
Cleaning of Plastic Nalki	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Stamps Making	0.0	100.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Other (Auto Mobile Goods)	100.0	0.0	100.0	100.0	0.0	0.0	100.0	*	0.0
Marmalade Making	100.0	0.0	100.0	100.0	0.0	0.0	100.0	*	0.0
Packing Pulses	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Packing Peanuts	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Collar Press / Stich Strips Press etc	100.0	0.0	100.0	30.5	69.5	0.0	100.0	*	0.0
Packing Prawns	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Prawn Peeling	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Drying Vegetables	0.0	100.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Card Board Making	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Nimko Making	0.0	100.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Wood Carving	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Wax Making	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0
Tester Making	100.0	0.0	100.0	0.0	100.0	0.0	100.0	*	0.0

* Less than 10 cases reported

Table WP2: Reasons of Doing HBW

	Poverty	Not interested in Education	Forced by HH Members	Large Family Size	Economic Independence	No other sources of earning	Any other Reason	Total	Total No. of HBWs
Punjab	76.6	.7	1.1	2.0	13.5	3.8	2.3	100.0	13469
Male	73.3	1.3	1.2	1.9	13.0	7.3	2.0	100.0	1167
Female	76.9	.7	1.1	2.0	13.5	3.5	2.3	100.0	12293
Trans gender	88.3	0.0	0.0	0.0	11.7	0.0	0.0	100.0	9

Table WP5: Decision Making

	Self	Father/ Mother	Husband/ Wife	Father/ Mother in law	Brother/ Sister	Others	Missing	Total	Total No. of HBWs
Punjab	71.4	19.4	6.2	1.5	.9	.6	.1	100.0	13469
Male	71.8	18.7	6.5	1.6	1.2	.2	.1	100.0	1167
Female	71.3	19.4	6.2	1.5	.9	.6	.0	100.0	12293
Transgender	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	9

Table WP6 + Part 1: Training Received Any

	Govt	Private	NGO	Informal	Not any	Others	Missing	Total	Total No. of HBWs
Punjab	3.1	3.6	.7	58.6	31.3	2.7	.0	100.0	13469
Male	1.6	4.3	.6	60.0	29.9	3.4	.1	100.0	1167
Female	3.3	3.5	.7	58.5	31.4	2.6	.0	100.0	12293
Transgender	.0	.0	.0	69.7	30.3	.0	.0	100.0	9

Table WP6+Part2: If No, then he/she wants to receive any

	Technical	Non Technical	Not Required	Others	Missing	Total	Total No. of HBWs
Punjab	29.6	6.8	63.0	.4	.2	100.0	9254
Male	30.3	9.2	59.6	.9	0.0	100.0	817
Female	29.6	6.5	63.3	.4	.2	100.0	8430
Transgender	31.7	0.0	68.3	0.0	0.0	100.0	6

Table WP7 + Part I: Do another Work with their current HBWs

	Want to do another work	Do not want to do another work	Missing	Total	Total No. of HBWs
Punjab	51.4	48.5	.0	100.0	13469
Male	48.4	51.5	.1	100.0	1167
Female	51.7	48.3	.0	100.0	12293
Transgender	32.8	67.2	0.0	100.0	9

Table WP7 + Part II: Work Satisfaction of HBWs

	Satisfied	Neither Satisfied nor Unsatisfied	Not Satisfied	Missing	Total	Total No. of HBWs
Punjab	77.7	9.8	12.4	.0	100.0	13469
Male	77.1	8.2	14.7	.1	100.0	1167
Female	77.7	10.0	12.2	.0	100.0	12293
Transgender	100.0	0.0	0.0	0.0	100.0	9

Table WP8 + Part I: Market Knowledge of Retail Price

	Knowledge of Retail Price	Do not Know Retail Price	Don't Know	Missing	Total	Total No. of HBWs
Punjab	52.2	27.5	20.1	.1	100.0	13469
Male	67.1	21.4	11.4	.1	100.0	1167
Female	50.8	28.1	21.0	.1	100.0	12293
Transgender	33.0	30.3	36.7	0.0	100.0	9

Table WP8 + Part II: Market Trend of Retail Price

	Knowledge of Trend in Price	Don't Know Trend in Price	Don't Know	Missing	Total	Total No. of HBWs
Punjab	34.1	42.2	23.5	.2	100.0	13469
Male	45.1	39.9	14.8	.2	100.0	1167
Female	33.0	42.5	24.3	.2	100.0	12293
Transgender	34.4	28.9	36.7	0.0	100.0	9

Table WP9: Effects on Income being Male or Female

	Not Happen	Neutral	Surely Happen	Missing	Total	Total No. of HBWs
Punjab	23.3	15.7	61.0	.0	100.0	13469
Male	36.2	28.7	35.0	.1	100.0	1167
Female	22.1	14.4	63.5	0.0	100.0	12293
Transgender	22.5	14.7	62.8	0.0	100.0	9

Table WP10: Problems Faced by HBWs

	Insufficient Payment	Lack of Supply of raw material	Low Demand of Product	late receipt of Payment	Not any Problem	Any Other Reason	Total	Total No. of HBWs
Punjab	50.7	2.9	3.6	8.0	34.3	.5	100.0	13469
Male	45.0	5.2	5.1	5.1	38.3	1.3	100.0	1167
Female	51.3	2.7	3.5	8.3	33.9	.4	100.0	12293
Transgender	49.0	3.9	0.0	0.0	47.0	0.0	100.0	9

Table WP11: Deduction From Payment

	Damage for raw material	Delay in Delivery	Supply of Low quality products	Not any	Any Other Reason	Total	Total No. of HBWs
Punjab	7.3	1.4	6.7	83.4	1.2	100.0	13469
Male	10.1	2.1	7.7	77.9	2.2	100.0	1167
Female	7.0	1.4	6.6	83.9	1.1	100.0	12293
Transgender	11.8	0.0	0.0	88.2	0.0	100.0	9

Table WP12 + Part I: HBWs Participation in Exhibition

	Individually	Organizational	Never	Missing	Total	Total No. of HBWs
Punjab	.4	.4	99.1	.0	100.0	13469
Male	.9	.9	98.2	0.0	100.0	1167
Female	.4	.4	99.2	.0	100.0	12293
Transgender	0.0	0.0	100.0	0.0	100.0	9

Table WP12 + Pat II: Level of Participation

	Local/ District	Provincial	National	International	Missing	Total	Total No. of HBWs
Punjab	63.5	13.6	16.6	2.2	4.2	100.0	110
Male	45.9	18.2	22.4	0.0	13.4	100.0	21
Female	67.6	12.5	15.2	2.7	2.0	100.0	90

Table RP1: Working Hours

	Less than 4 Hours	8 Hours and more than 4 hours	Exactly 8 Hours	More than 8 Hours	Missing	Total	Total No. of HBWs
Punjab	21.8	51.6	11.2	15.3	.1	100.0	13469
Urban	20.8	48.9	12.2	17.9	.2	100.0	7541
Rural	23.1	55.1	9.8	12.0	.0	100.0	5928
Male	11.4	36.9	13.6	38.0	.1	100.0	1167
Female	22.8	53.0	10.9	13.1	.1	100.0	12293
Transgender	0.0	81.4	3.9	14.7	0.0	100.0	9
15 – 18	22.7	52.2	12.5	12.5	.1	100.0	1711
19 – 24	22.2	51.2	11.3	15.1	.2	100.0	2701
25 – 40	21.9	52.3	10.5	15.1	.2	100.0	6226
41 – 60	20.7	50.1	11.6	17.6	.1	100.0	2534
61 and over	19.8	51.1	12.4	16.8	0.0	100.0	297

Table RP2: Weekly Working days

	less than 6 days	Exactly 6 days	More than 6 days	Missing	Total	Total No. of HBWs
Punjab	33.2	32.1	34.4	.3	100.0	13469
Urban	33.9	32.0	33.7	.4	100.0	7541
Rural	32.3	32.1	35.3	.2	100.0	5928
Male	23.4	44.7	31.4	.5	100.0	1167
Female	34.1	30.9	34.7	.3	100.0	12293
Transgender	32.4	14.7	52.9	0.0	100.0	9
15 – 18	31.8	34.1	33.9	.3	100.0	1711
19 – 24	33.6	32.9	33.1	.4	100.0	2701
25 – 40	34.5	31.7	33.5	.3	100.0	6226
41 – 60	31.2	31.5	36.9	.4	100.0	2534
61 and over	25.7	26.0	47.3	1.1	100.0	297

Table RP3: HBWs Average Monthly Income and Income Class

	Income Group					Total	Monthly Average Income	Total No. of HBWs
	Less than 1000	1000 and less than 3000	3000 and less than 7000	7000 and over	Missing			
Punjab	10.5	32.9	30.8	25.8	0.0	100.0	5840	13469
Urban	9.5	31.7	32.5	26.3	0.0	100.0	5975	7541
Rural	11.9	34.4	28.6	25.1	0.0	100.0	5667	5928
Male	4.4	18.1	25.6	51.9	0.0	100.0	12059	1167
Female	11.1	34.3	31.3	23.3	0.0	100.0	5249	12293
Transgender	11.7	22.6	25.0	40.7	0.0	100.0	5735	9

Table RP4: Additional Work (Hours and Income)

	Place of Additional Work					Income Group				Monthly Average Income From Additional Work	Total No. of HBWs Who did Additional Work			
	At own home	At another home	Others	Missing	Total	Average Hours for Doing Additional Work	Average Days for Doing Additional Work	Less than 1000	3000 and 7000 less than 1000	7000 over				
						1000	3000	1000	3000	1000				
Punjab	96.4	1.9	.6	1.1	100.0	2.76	3.75	29.1	44.5	16.3	10.1	100.0	2843.26	1234
Total	96.4	1.9	.6	1.1	100.0	2.76	3.75	29.1	44.5	16.3	10.1	100.0	2843.26	1234
Male	82.7	4.5	11.3	1.4	100.0	3.46	4.31	30.4	35.6	13.2	20.7	100.0	4192.61	49
Female	96.9	1.8	.2	1.1	100.0	2.73	3.73	28.9	44.9	16.5	9.7	100.0	2798.12	1183
Trans gender	100.0	0.0	0.0	0.0	100.0	1.48	4.00	100.0	0.0	0.0	0.0	100.0	8.00	2

Table RP5: Provision of Raw Material By Gender

	Self	Owner/ Contractor	Another HH Member	Missing	Total	Total No. of HBWs
Punjab	19.0	13.5	67.4	.1	100.0	13469
Male	30.1	5.8	64.0	.1	100.0	1167
Female	18.0	14.2	67.7	.1	100.0	12293
Transgender	16.7	11.6	71.6	0.0	100.0	9

Table RP6: Time and Money Spend on Procurement of Raw Material

	Average distance travelled in K.M	Mode of transport in procuring raw material			Average Minutes Spent in Procuring raw material	Average Money Spent last week for procuring raw material	Total No. of HBWs		
		Private	Public	Others	Missing	Total			
Punjab	10.45	17.6	28.3	53.4	.7	100.0	58.68	1089.29	4309
Urban	8.58	16.7	24.1	58.3	.9	100.0	50.23	922.29	2138
Rural	12.30	18.6	32.5	48.6	.4	100.0	67.00	1253.64	2171
Male	33.95	32.1	38.8	28.6	.6	100.0	120.56	5131.79	413
Female	7.98	16.1	27.2	56.0	.7	100.0	52.19	661.19	3894
Transgender	1.03	44.2	41.0	14.9	0.0	100.0	27.95	332.95	2

Table RP7+Part I: HBWs Relationship with Contractor

	Ask to owner/contractor for the increase in payment				Total No. of HBWs
	Yes	No	Missing	Total	
Punjab	60.0	40.0	.1	100.0	13469
Male	57.5	42.5	.0	100.0	1167
Female	60.2	39.8	.1	100.0	12293
Transgender	66.0	34.0	.0	100.0	9

Table RP7+Part II: HBWs Relationship with Contractor

	What was the reaction of owner/contractor for increase in payment					Total No. of HBWs
	refused	Increased	Others	Missing	Total	
Punjab	85.2	12.3	2.4	.1	100.0	5452
Male	83.6	13.7	2.7	0.0	100.0	430
Female	85.4	12.1	2.4	.1	100.0	5018
Transgender	1000.0	0.0	0.0	0.0	100.0	4

Table RP7+Part III: HBWs Relationship with Contractor

	Reasons of refuse/not asking for the increase in payment				Total No. of HBWs
	Sufficient Payment	Fear of order cancellation	Others	Missing	
Punjab	60.7	35.3	2.7	1.2	100.0
Male	60.5	35.6	2.9	.9	100.0
Female	60.8	35.3	2.7	1.3	100.0
Transgender	54.5	45.5	0.0	0.0	100.0
					4

Table RP8+Part I: Get Extra Payments/Reward

	Get any extra payment/reward from owner/contractor					Total No. of HBWs
	Yes	No	Don't Know	Missing	Total	
Punjab	3.8	94.1	1.5	.5	100.0	13469
Male	6.0	92.8	1.0	.2	100.0	1167
Female	3.7	94.3	1.6	.5	100.0	12293
Transgender	0.0	100.0	0.0	0.0	100.0	9

Table RP8+Part II: Extra Advances

	Receive any advance from Contractor					Total No. of HBWs
	Yes	No	Don't Know	Missing	Total	
Punjab	12.0	86.6	1.2	.2	100.0	13469
Male	19.5	78.6	1.4	.4	100.0	1167
Female	11.3	87.4	1.2	.2	100.0	12293
Transgender	0.0	93.6	6.4	0.0	100.0	9

Table HS1: HBWs Working Environment

	Neat and Clean	Poor Lightening	Congested	Hot and Suffocated	Chemicals	Dust/ Fume	Sharp Tools	Any other Reason	Total	Total No. of HBWs
Punjab	74.9	13.1	3.3	3.5	.9	3.1	.8	.3	100.0	13469
Male	66.1	14.7	5.0	5.0	3.3	4.8	.8	.2	100.0	1167
Female	75.7	13.0	3.2	3.4	.7	2.9	.8	.3	100.0	12293
Transgender	48.9	40.2	10.9	0.0	0.0	0.0	0.0	0.0	100.0	9

Table HS2: Faced any Disease during work

	Headache	Backache	Eye Sight Problem	Swelling in Limbs or fingers	Indigestion	Res. Disease	Not any	Any other Reason	Total	Total No. of HBWs
Punjab	24.0	19.3	3.3	3.5	.9	3.1	.8	3.3	100.0	13469
15-18	21.8	11.8	5.0	5.0	3.3	4.8	.8	2.3	100.0	1711
19-24	20.9	17.8	3.2	3.4	.7	2.9	.8	2.4	100.0	2701
25-40	24.5	20.5	10.9	0.0	0.0	0.0	0.0	3.7	100.0	6226
41-60	27.6	22.3	3.3	3.5	.9	3.1	.8	3.7	100.0	2534
61 and above	22.4	25.5	5.0	5.0	3.3	4.8	.8	4.6	100.0	297
Male	20.0	17.0	3.2	3.4	.7	2.9	.8	2.7	100.0	1167
Female	24.4	19.5	10.9	0.0	0.0	0.0	0.0	3.3	100.0	12293
Trans gender	18.6	37.7	10.9	0.0	0.0	0.0	0.0	6.4	100.0	9

Table HS3+Part I: Received Injuries

	Receives Injuries	Don't Receive Injuries	Missing	Total	Total No. of HBWs
Punjab	16.9	83.0	0.0	100.0	13469
15-18	16.6	83.4	0.0	100.0	1711
19-24	18.0	82.0	0.0	100.0	2701
25-40	16.2	83.8	0.1	100.0	6226
41-60	18.5	81.5	0.0	100.0	2534
61 and over	12.6	87.4	0.0	100.0	297
Male	21.5	78.4	0.1	100.0	1167
Female	16.5	83.4	0.0	100.0	12293
Transgender	6.4	93.6	0.0	100.0	9

Table HS3 + Part II: Visited Hospitals

	Visit Hospital	Don't visit Hospital	Total	Total No. of HBWs
Punjab	10.7	89.3	100.0	2282
15-18	7.9	92.1	100.0	284
19-24	6.7	93.3	100.0	486
25-40	11.8	88.2	100.0	1006
41-60	13.7	86.3	100.0	469
61 and over	16.2	83.8	100.0	37
Male	23.2	76.8	100.0	251
Female	9.2	90.8	100.0	2031
Transgender	0.0	100.00	100.0	1

Table HS4 Part I: Knowledge about Credit Facility

	Yes	No	Don't Know	Missing	Total	Total No. of HBWs
Punjab	39.7	45.3	15.0	.0	100.0	13469
Male	48.8	42.8	8.4	0.0	100.0	1167
Female	38.8	45.6	15.6	.1	100.0	12293
Transgender	36.7	52.9	10.3	0.0	100.0	9

Table HS4 Part II: Get Benefit from Credit Facility

	Yes	No	Don't Know	Missing	Total	Total No. of HBWs
Punjab	15.5	84.4	0.0	.1	100.0	13469
Male	19.4	80.6	0.0	0.0	100.0	1167
Female	15.1	84.7	0.0	.1	100.0	12293
Transgender	0.0	100.0	0.0	0.0	100.0	9

Table HS5: Knowledge of TEVTA

Do you know about any vocational organization/institution in your area?					Total
	Yes	No	Don't Know	Missing	
Punjab	24.2	56.0	19.6	0.2	100.0
Male	24.6	59.7	15.7	0.0	100.0
Female	24.2	55.6	20.0	0.2	100.0
Transgender	22.1	56.9	21.1	0.0	100.0

Table HS6: Knowledge of Social Protection Schemes

	EOBI	PESSI	WWB	DLW	CDP	WDDP	PCSW	Don't Know	Total	Total No. of HBWs
Punjab	3.3	1.8	.6	.3	.2	.4	2.7	90.6	100.0	13469
Male	5.5	4.9	1.2	.8	.4	.8	3.4	83.0	100.0	1167
Female	3.1	1.5	.6	.2	.1	.4	2.6	91.4	100.0	12293
Transgender	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	9

Table HS7: Registration with Social Protection Schemes

	Khidmat Card	BISP	Bait ul Maal	Zakat	Not any	Others	Missing	Total	Total No. of HBWs
Punjab	.2	9.8	.1	.1	88.5	1.2	.1	100.0	13469
Male	.3	7.2	.2	0.0	91.7	.4	0.0	100.0	1167
Female	.2	10.0	.0	.1	88.2	1.3	.1	100.0	12293
Transgender	0.0	0.0	0.0	0.0	100	0.0	0.0	100.0	9

Table LR1 PART I: Feeling Secure at Home

	Feeling Secure	Not feeling Secure	Missing	Total	Total No. of HBWs
Punjab	95.0	4.9	.1	100.0	13469
Male	93.7	6.3	0.0	100.0	1167
Female	95.1	4.8	.1	100.0	12293
Transgender	100.0	0.0	0.0	100.0	9

Table LR1 PART II: Facing Any Sexual Abuse

	faced Incidents of Sexual Harrasement	Not faced Incidents of Sexual Harassment	Missing	Total	Total No. of HBWs
Punjab	3.6	96.4	0.0	100.0	13469
Male	4.7	95.3	0.0	100.0	1167
Female	3.5	96.5	0.0	100.0	12293
Transgender	0.0	100.0	0.0	100.0	9

Table LR1 PART III: Awareness about Laws

	Awareness about Sexual Harassment Laws	Not aware about Sexual Harassment Laws	Missing	Total	Total No. of HBWs
Punjab	11.5	88.5	.1	100.0	13469
Male	20.1	79.9	0.0	100.0	1167
Female	10.6	89.3	.1	100.0	12293
Transgender	11.7	88.3	0.0	100.0	9

Table LR2: knowledge about labour laws

	Have Knowledge	Don't have Knowledge	Missing	Total	Total No. of HBWs
Punjab	13.1	86.8	0.1	100.0	13469
Male	23.1	76.9	0.0	100.0	1167
Female	12.1	87.7	0.1	100.0	12293
Transgender	11.7	88.3	0.0	100.0	9

Table HC1: HBWs Status and Ownership of Dwelling

	Status of Household				Ownership of the house				Total
	Nuclear	Joint	Missing	Owner	Rented	Mortgage	Others	Missing	
Punjab	70.6	29.2	0.2	88.2	9.8	0.1	1.7	0.2	100.0 13469
Urban	69.2	30.5	0.3	83.8	14.6	0.1	1.1	0.3	100.0 7541
Rural	72.4	27.6	0.1	93.8	3.7	0.1	2.4	0.0	100.0 5928
Male	70.7	29.6	0.3	89.4	8.2	0.1	2.1	0.3	100.0 1167
Female	70.7	29.1	0.2	88.1	10.0	0.1	1.7	0.2	100.0 12293
Transgender	63.3	36.7	0.0	100.0	0.0	0.0	0.0	0.0	100.0 9

Table HH1: Response Rate

Interview result	Completed	Male			Female			Transgender			Missing			Total			Urban			Rural			Area			
		Gender																								
Interview result	Completed	1255	9.2	12315	90.7	8	.1	0	0.0	13578	100.0	7591	55.9	5987	44.1	13578	100.0	5987	44.1	13578	100.0	5987	44.1	13578	100.0	
	Refused	0	0.0	1	100.0	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
No Member of HH was Present	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Incomplete	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Not eligible for interview	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Others	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Result of HBW Interview	Completed	1094	8.5	11812	91.5	8	.1	0	0.0	12914	100.0	7226	56.0	5688	44.0	12914	100.0	5688	44.0	12914	100.0	5688	44.0	12914	100.0	
	Refused	5	16.7	25	83.3	0	0.0	0	0.0	30	100.0	19	63.3	11	36.7	30	100.0	5688	44.0	12914	100.0	5688	44.0	12914	100.0	
No Eligible HBW at home	151	24.6	462	75.4	0	0.0	0	0.0	613	100.0	335	54.6	278	45.4	613	100.0	5688	44.0	12914	100.0	5688	44.0	12914	100.0		
Partially completed	0	0.0	2	100.0	0	0.0	0	0.0	2	100.0	2	100.0	0	0.0	2	100.0	0	0.0	2	100.0	0	0.0	2	100.0	0	
Responded not able for interview	4	28.6	10	71.4	0	0.0	0	0.0	14	100.0	6	42.9	8	57.1	14	100.0	0	0.0	2	100.0	0	0.0	2	100.0	0	
Other	1	16.7	5	83.3	0	0.0	0	0.0	6	100.0	4	66.7	2	33.3	6	100.0	0	0.0	2	100.0	0	0.0	2	100.0	0	

Table HH2: Age Distribution of HBWs by Gender

Age Group	Male	Female	Gender			Area										
			Transgender	Missing	Total	Urban	Rural									
15 – 19	130	6.6	1853	93.4	1	.1	0	0.0	1984	100.0	1060	53.4	924	46.6	1984	100.0
20 – 24	161	6.8	2217	93.2	1	.0	0	0.0	2379	100.0	1319	55.4	1060	44.6	2379	100.0
25 – 29	169	7.9	1965	92.0	1	.0	0	0.0	2135	100.0	1145	53.6	990	46.4	2135	100.0
30 – 34	139	8.1	1570	91.8	2	.1	0	0.0	1711	100.0	966	56.5	745	43.5	1711	100.0
35 – 39	164	9.2	1626	90.8	1	.1	0	0.0	1791	100.0	1016	56.7	775	43.3	1791	100.0
40 – 44	153	12.5	1075	87.5	0	0.0	0	0.0	1228	100.0	746	60.7	482	39.3	1228	100.0
45 – 49	101	10.9	821	88.9	1	.1	0	0.0	923	100.0	523	56.7	400	43.3	923	100.0
50 – 54	109	17.5	514	82.4	1	.2	0	0.0	624	100.0	358	57.4	266	42.6	624	100.0
55 – 59	33	10.7	276	89.3	0	0.0	0	0.0	309	100.0	181	58.6	128	41.4	309	100.0
60 – 64	48	18.0	219	82.0	0	0.0	0	0.0	267	100.0	159	59.6	108	40.4	267	100.0
65 – 69	26	22.8	88	77.2	0	0.0	0	0.0	114	100.0	61	53.5	53	46.5	114	100.0
70 – 74	16	19.5	66	80.5	0	0.0	0	0.0	82	100.0	41	50.0	41	50.0	82	100.0
75 – 79	3	30.0	7	70.0	0	0.0	0	0.0	10	100.0	6	60.0	4	40.0	10	100.0
80 - 84	3	17.6	14	82.4	0	0.0	0	0.0	17	100.0	10	58.8	7	41.2	17	100.0
85 +	0	0.0	5	100.0	0	0.0	0	0.0	5	100.0	1	20.0	4	80.0	5	100.0
Missing / DK	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1255	9.2	12316	90.7	8	.1	0	0.0	13579	100.0	7592	55.9	5987	44.1	13579	100.0

APPENDIX-B: FORMATIVE PHASE FORMS

CONFIDENTIAL



**BUREAU OF STATISTICS
GOVERNMENT OF THE PUNJAB
PUNJAB HOME BASED WORKERS SURVEY (PHBWS) 2016**

Form No-1

NETWORK IDENTIFICATION FORM

**FOR DISTRICT
IDENTIFICATION**

CONFIDENTIAL



BUREAU OF STATISTICS
GOVERNMENT OF THE PUNJAB
PUNJAB HOME BASED WORKERS SURVEY (PHBWS) 2016

Form No.11

FOR TEHSIL

NETWORK VERIFICATION FORM (DURING / AFTER
VISIT FIELD)

IDENTIFICATION

1. District Name & Code: _____ 2. Tehsil Name & Code: _____
3. T.S Name & Code: _____ 4. T.S Cell
5. Signature of T.S: _____ 6. Date of Visit ____ / ____ / ____

Pocket Sr. No	Name of Area Identified	Area Urban....U Rural....R	Reported Pocket size (No. of HBW HH)	Nature of Work					
				Type-I	No. of HBW HH	Type-II	No. of HBW HH	Type-III	No. of HBW HH
1									
2									
3									
4									
5									
6									
7									

APPENDIX-C: RECRUITMENT PHASE FORMS

FOR ENUMERATOR

BUREAU OF STATISTICS
GOVERNMENT OF THE PUNJAB
PUNJAB HOME BASED WORKERS SURVEY, 2017

CONFIDENTIAL



REFERRAL FORM

1. Pocket No: _____	2. District Name & Code: _____
3. Household No: _____	4. Name of SEED _____
5. Name of Recruiter: _____	6. Name of fit: _____ Recru _____
7. Reported pocket size (by the above HH No.): _____ (I): same trade: _____ (II): other trade: _____	

Sr. No.	Name	Sex	Address	Tie
01				
02				
03				
04				
05				
06				
07				
08				
09				
10				
11				
12				
13				
14				



**BUREAU OF STATISTICS
GOVERNMENT OF THE PUNJAB**

**PUNJAB HOME BASED WORKERS SURVEY, 2016
TRACKING REFERRAL FORM**

FOR TEAM SUPERVISOR

Sr. No of Seed / Name/ Cell no.	HH No.	RID		Reported Pocket Size by each HH	Recruiter Name	Sex	Address and contact # of Recruiter	Final Result	No. of Eligible		Interviews completed		Remarks
		Pocket code	Respondent HH Code						Male	Female	Male	Female	
1	2	3	4	5	6	7	8	9	10		11		12
		01		1									
		02		2									
		03		3									
		04		11									
		05		22									
		06		33									
		07		111									
		08		222									
		09		333									
		10		1111									
		11		2222									
		12		3333									
		13		11111									
		14		22222									
		15		33333									

APPENDIX-D: QUESTIONNAIRE

Confidential

Home Based Work Questionnaire

**Punjab Home Based Workers Survey (HBWS),
2016**

Questionnaire No. ————— / ————— / ————— / —————
HH Cluster Area District

Home Based Work Questionnaire Punjab Home Based Workers Survey, 2016



BUREAU OF STATISTICS
PLANNING & DEVELOPMENT
DEPARTMENT
GOVERNMENT OF THE PUNJAB,
LAHORE



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INTRODUCTION

Asalam-o-Alaikam!

We have come from the Bureau of Statistics, Planning & Development Department, Government of the Punjab. We are conducting Survey about the working condition of the household members of age 15 year and older. The purpose of this interview to collect information in this regard. The interview will be completed in 30 minutes. All the information we obtain will remain strictly confidential and your answer will never be shared with anyone other than HBWS teams.

May I start now?

Yes, permission is given, go to HH15 record the time then beginning the interview

No, permission is not given, circle HH6 option No.2 (Refused).
 Discuss with your supervisor

HH HOUSEHOLD INFORMATION PANEL		
HH1. Cluster Code.....	HH2. Household number.....	
HH3. District Code.....	HH4. Area: Urban 1 Rural 2	
HH5. Interviewer Name & Code : Name _____ Code _____	HH6. Date of Interview ____ / ____ / ____ 2016	
After completion interview for the HH, fill in the following information.		
HH7. Result of HH interview		
Interview completed.....	1	
Refused.....	2	
No Household member or no knowledgeable responded present at home.....	3	
Partially completed.....	4	
Responded not able for interview.....	5	
Other (Specify).....	6	
After all questionnaire have been completed, fill in the following information:	HH8. Total number of household members:.....	
HH9. Total number of HBW of age 15 and above.....	HH10. Total number of Completed questionnaire from HBW of age 15 and above.....	
HH11. Respondent Name & Line No. Name: _____ Line No. _____	HH12. Team Supervisor Name & Code: Name _____ Code _____	
HH13. DateEntry Operator Name & Code: Name _____ Code _____	HH14: Dated ____ / ____ / ____	
HH15. Record the time	Hours ____ Minutes ____	
HC HOUSEHOLD CHARACTERISTICS		
HC1	Status of Household	Nuclear..... 1 Joint..... 2
HC2	Ownership of the house:	Owned..... 1 Rented..... 2 Mortgage..... 3 Other (Specify) _____ 6

LIST OF HOUSEHOLD MEMBERS

HL

First, please tell me the name of each person with usually lives here. (Starting with the head of household, List the head of household names of other household members list in HL2. Then ask: are there any others who live here, even if they are not here now? If yes, complete listing from HL2 to HL5 (one by one). Then, ask questions starting with HL6 for each person. If all the list of members are being filled in completely, use additional set of sheets and tick here.)

HL1	HL2	HL3	HL4	HL5	HL6	HL7	For all member of age 10 year and above					HL12	HL13
							HL8	HL9	HL10	HL11			
Line No.	Name	What is the relationship of (Name) to the head of HH? Write relevant code from the list given below.	Gender? 1. Male 2. Female 3. Trans Gender	How old is (Name)? (Age record in completed year. If age is 95 or above record 95. If age is < 1 year record 00)	Have (Name) keep? 1. ID Card 2. Form 3. Birth Certificate 4. No any	What is type of (Name) disability? A. Lower Limb disability B. Upper Limb disability C. Mental disability D. Deaf / dumb E. Visual disability F. No any disability X. Other (Specify) _____ (Multiple Answers are possible)	What is the marital status of (Name)? 1. Married 2. Never married 3. Divorced 4. Separated 5. Widowed 6. Other (Specify) _____	Can (Name) read in any language with understanding? 1. Yes 2. No	Can (Name) write in any language with understanding? 1. Yes 2. No	What is the Religion of (Name)? 1. Islam 2. Christianity 3. Ahmadi 4. Hindu 6. Other (Specify) _____	What is the current status of A. Unpaid HBW B. Paid HBW C. Student D. Servant E. Cooking / HH Chores F. d r X. Other (Specify) _____ (Multiple Answers are possible)	Circle the Eligible HBW of age 15 years and older.	
Line No.	Name	Relationship	Code	Age	Circle the Code	Circle the Code	Circle the Code	Circle the Code	Circle the Code	Circle the Code	Code	Eligibility	
01	01	1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1 2	1 2	1 2 3 4 6	ABCDEFX	01		
02		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1 2	1 2	1 2 3 4 6	ABCDEFX	02		
03		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1 2	1 2	1 2 3 4 6	ABCDEFX	03		
04		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1 2	1 2	1 2 3 4 6	ABCDEFX	04		
05		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1 2	1 2	1 2 3 4 6	ABCDEFX	05		
06		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	06		
07		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	07		
08		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	08		
09		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	09		
10		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	10		
11		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	11		
12		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	12		
13		1 2 3	_____	1 2 3 4	ABCDEFX	1 2 3 4 5 6	1	2	1 2 3 4 6	ABCDEFX	13		

Codes for HL3 (Relationship of head of household)

01. Head	03. Son / Daughter	05. Grand Child	07. Parent in Law	09. Bother / Sister in Law	11. Niece /Nephew	13. Adopted/ Foster / step Child	14. Not related
02. Wife/Husband	04. Son / Daughter in Law	06. Parent	08. Bother / Sister	10. Uncle/ Aunt	12. Other Relative	98. D.K	

HH16. Record the Roster End Time: Hours _____ Minutes _____

Questionnaire of Home Based Worker (Age 15 and older)

HB	HBW INFORMATION PANEL												
<p><i>This questionnaire is to be administered to all home based workers of age 15 years and older (see household listing form, column HL13). A separate questionnaire will be used for each HBW of age 15 and above.</i></p>													
HB1. Cluster Code.....	HB2. Household number.....												
HB3. Name of Eligible HBW _____	HB4. Line No. of Eligible HBW (copy from HL13)												
HB5. Interviewer Name & Code : Name _____ Code _____	HB6. Date of Interview ____ / ____ 2/0 1 6												
<p>After completion the interview for Eligible HBW fill in the following information.</p>													
<p>HB7. Result of HBW interview</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Interview completed.....</td> <td style="width: 20%;">1</td> </tr> <tr> <td>Refused.....</td> <td>2</td> </tr> <tr> <td>No Eligible HBW at home.....</td> <td>3</td> </tr> <tr> <td>Partially completed.....</td> <td>4</td> </tr> <tr> <td>Responded not able for interview.....</td> <td>5</td> </tr> <tr> <td>Other (Specify).....</td> <td>6</td> </tr> </table>		Interview completed.....	1	Refused.....	2	No Eligible HBW at home.....	3	Partially completed.....	4	Responded not able for interview.....	5	Other (Specify).....	6
Interview completed.....	1												
Refused.....	2												
No Eligible HBW at home.....	3												
Partially completed.....	4												
Responded not able for interview.....	5												
Other (Specify).....	6												
HB8. DateEntry Operator Name & Code: Name _____ Code _____	HB9: Dated ____ / ____ / ____												
HB10. Record the (HBW Interview) time:	Hours: ____ Minutes: ____												

ED EDUCATION			
ED1	Have you ever attended school or school ? (Multiple Answers are possible)	Yes.....1 No.....2	⇒ ED5
ED2	What is highest class you completed?	Class.....	
ED3	Do you attend the school now?	Yes.....1 No.....2	⇒ ED5
ED4	Which class are you attending?	Class.....	⇒ WP1
ED5	What are the reasons not attended / to leave school? (Multiple Answers are possible)	Poverty.....A Disability / Disease.....B Weak in Study.....C Less Interested in education.....D Did the job for income / self-work.....E Do to household chores.....F Disability.....G Other (Specify).....X	
WP WORKING PROFILE			
WP1	What is the nature of your work? (Write relevant code for nature of work from the list given to enumerator)	Industry Code:..... Occupation Code:.....	
WP2	How long period you related to the current (main) work?	Years.....	
WP3	What are main reasons for letting current (main) work of you? (Multiple Answers are possible)	Poverty.....A Not interested in education.....B Forced the HH members.....C Large family size.....D Want to be economically independent.....E No another source.....F Other (Specify).....X	
WP4	Kindly let me know, where do you perform your current (main) work?	At your own home.....1 At another home.....2	
WP5	Who gets payments of you for current (main) work?	Self ..1 Any other member of household.....2	
WP6	Who decides to spend income which you earn from your current (main) work?	Father / Mother.....1 Husband / Wife.....2 Father / Mother In law.....3 Brother / Sister.....4 Other (Specify).....6	
WP7	Did you get any training for the current (main) work?	Govt.....1 Private.....2 NGO/ Project.....3 Informal (Ustad / Shagird).....4 Not any.....5 Other (Specify).....6	⇒ WP9
WP8	What type of training you want to get for the current (main) work?	Technical.....1 Non-Technical.....2 Not any.....3 Other (specify).....6	
WP9	Do you want to do another work instead of your current (main) work?	Yes.....1 No.....2	

WP	WORKING PROFILE	
WP10	How much you satisfied with your current (main) work?	More than very satisfied..... 1 Very satisfied..... 2 Half / Half satisfied..... 3 Somewhat satisfied..... 4 Not Satisfied at all..... 5
WP11	What are the market channel to deliver you product / produce?	Whole sale..... 1 Retailer..... 2 On order..... 3 Other (specify)..... 6
WP12	Have you any effect on his / her income being a male / female?	Not likely at all..... 1 Somewhat likely 2 Half / Half likely..... 3 Very likely..... 4 Will happen for sure..... 5 Don't Know 8
WP13	Do you know the retail price of one piece?	Yes..... 1 No..... 2 Don't Know 8
WP14	Do you know about the increase / decrease retail price of products / piece during the last six months?	Yes..... 1 No..... 2 Don't Know 8
WP15	What type of problems you are facing with respect to current (main) work? (Multiple Answers are possible)	Insufficient payment..... A Lack of supply of Raw material..... B Low demand of product..... C Late receipt of payments..... D Not any..... E Others (Specify)..... X
WP16	Did you ever participate in the industrial exhibitions / cultural fairs?	Individually 1 Organizational..... 2 Never 3
WP17	At which level you participate?	Local/ District..... 1 Provincial..... 2 National..... 3 International..... 4
RP	REMUNERATION AND PRODUCTION	
RP1	How many hours did you do current (main) work during the last 24 hours,? (record the hours)	Number of Hours:.....
RP2	During the last week, how many days did you do current (main) work? (record the days)	Number of Days:.....
RP3	Number of products / pieces prepared by you (Circle only one option and record the number of product / pieces)	Daily 1 Weekly..... 2 15 days..... 3 One month..... 4
RP4	What is your average income from the current (main) work? (Income in Rs.)	Rupees: Daily 1 Weekly..... 2 15 days..... 3 Monthly..... 4

RP REMUNERATION AND PRODUCTION		
RP5	Kindly let me know, do you perform additional work expect your current (main) work?	Yes.....1 No2
RP6	What is the nature of your additional work (Write relevant code for nature of work from the list given to enumerator)	HBW Industry Code:..... HBW Occupation Code:..... Other work (Specify) 6
RP7	Kindly let me know, where do you perform your additional work?	At your own home.....1 At another home.....2 Other (Specify) 6
RP8	During the last 24 hours, how many hours did you do additional work? (record the hours)	Number of Hours:.....
RP9	During the last week, how many days did you additional work? (record the days)	Number of Days.....
RP10	What is your average income from the additional work? (Income in Rs.)	Rupees: Daily1 Weekly.....2 15 days.....3 Monthly.....4
<i>Total Income = current work + additional work income.</i> <i>(Note:- If additional income is "00" then the total income will be = to current work income)</i>		
RP11	Who delivers the raw material for your current (main) work?	Self-procure.....1 Another HH member.....2 Owner / Contractor.....3 Others (Specify) ..6
RP12	How much travels in procuring raw material? (record the distance in K.M.)	Distance in K.M:.....
RP13	What is the mode of transport in procuring raw material?	Private.....1 Public.....2 Other (specify) ..6
RP14	How long does it take to go there, get raw material and comeback?	Record the number of minutes
RP15	How much average money you spend in last week for procuring raw material?	Rs.
RP16	How much you got average profit in last week from the current (main) work?	Rs.
RP17	How much you could earn average profit in last week from the current (main) work without travel?	Rs. _____
RP18	Did you ever ask to owner / contractor for the increase in payment?	Yes.....1 No2
RP19	What was the reaction of owner/ contractor for increase in payment?	Refused.....1 Increased.....2 Others (Specify) ..6
RP20	What was the reason of refuse / not asking for the increase in payment?	Sufficient payment.....1 Fear of order cancelation.....2 Others (Specify) ..6
RP21	Did you ever get extra payment/ Reward from owner/ contractor?	Yes.....1 No28

RP	REMUNERATION AND PRODUCTION	
RP22	How much average money you spend in week for household expenditure?	Rupees: Daily1 Weekly.....2 15 days.....3 Monthly.....4
RP23	Is there any deduction from yopayment? (Multiple Answers are possible)	Damage for raw material.....A Delay in delivery.....B Supply of low quality products.....C Not any.....D Other (specify)X
RP24	Do you get some advance payment for raw material?	Yes.....1 No2 Don't Know3
HS	HEALTH AND SAFETY	
HS1	In which type of environment you work? (Ask the respondent, if he / she tell himself/ herself then record otherwise record your own observation) (Multiple Answers are possible)	Neat and clean environment.....A Poor lighting.....B Congested.....C Hot and suffocation.....D Chemicals.....E Dust, fumes.....F Sharp tools.....G Other (Specify)X
HS2	Are / Did you suffer any type of disease due to current / additional work? (Don't read all option only record the respondent answer) (Multiple Answers are possible)	Headache.....A Backache.....B Effect ed eye sight.....C Swelling in limbs and fingers.....D Digestive problems.....E Respiratory disease.....F Other (specify)X
HS3	Have you suffered any injury / accident during current / additional work?	Yes.....1 No2
HS4	In illnesscondition, where you go? (Multiple Answers are possible)	Hospital.....A Dispensary/Clinic.....B Hakeem.....C Pastor.....D Home Remedies.....E Other (specify)X
HS5	Is there any govt. hospital / dispensary in your Area?	Yes.....1 No2 Don't Know.....3

MICRO CREDIT SCHEMES & SOCIAL SECURITY			MS
	Yes No Don't Know	1 2 8	Do you know about any Micro Finance Group / Organization / Institution in your area?
	Yes No	1 2	Are / Did you get any benefit from Micro Finance Group / Organization / Institution?
	Yes No	1 2	Are you agree to work at any working center/ unit?
	Yes No Don't Know	1 2 8	Do you know about any vocational organization/ institution in your area?
	Yes No Don't Know	1 2 8	Are you aware about any institution/ organization trade union, which is working for rights of home base workers?
	EOBI PESSI WWB DLP CDP WDDP PCSW help line	A B C D E F G	Are you aware about these organizations? (Multiple Answers are possible)
	Khidmat Card BISP Bait-ul-Mall Zakat Ushaar Not Registered with any one Other (Specify)	1 2 3 4 5 6	Are you registered with any government organization/ scheme?

ABBREVIATION FOR MS6

WWB = Workers Welfare Board	PESSI = Punjab Employee Social Security Institution	EOBI= Employees Old Age Beneficent Institution
PCSW = Punjab Commission for status on the Women Helpline		
WDDP = Women Development Department Punjab	CDP = Cooperative Department Punjab	DLP = Directorate of Labour Punjab

LAWS AND RIGHTS			LR
	Yes No	1 2	Do you play any role in your family matters?
	Yes No	1 2	Does your current work effect your domestic responsibilities?
	Yes No	1 2	Do you have some awareness about the security laws against the (sexual) harassment?
	Yes No	1 2	Do you feel secured yourself at home?
	Yes No	1 2	Did you face any incident of harassment during work at home?
	Yes No	1 2	Are you aware about Labour Laws?

Hours: ____ Minutes: ____	Record the (HBW Interview) end time:	HB11.
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Thanks to all the respondent for their cooperation and check the List of Household Members HL13 Return to the cover page and make sure that the list of the household interview (HH7), the name and line number of the eligible respondent age 15 years and older(HB7) of the household questionnaire, completed questionnaire of eligible HBW (HH8) and the total number of household members (HH9) are recorded accurately.	HH17
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APPENDIX-E: LIST OF PERSONNEL INVOLVED IN THE SURVEY/ SURVEY COMMITTEES

Project Director

Ch. Sajid Rasul, Director General, BoS

Survey Planning, Questionnaire

Designing and survey Manuals

Ch. Sajid Rasul, Director General, BoS

Mr. Shahid Saleem, Deputy Director, BoS

Ms. Shaista Ashraf, Statistical Officer, BoS

Mr. Muhammad Mohsin, Statistical Officer, BoS

Mr. Muhammad Ameen, Statistical Officer, BoS

Ms. Sana Gull, Statistical Officer, BoS

Field Staff Training

Ch. Sajid Rasul, Director General, BoS

Mr. Shahid Saleem, Deputy Director, BoS

Ms. Shaista Ashraf, Statistical Officer, BoS

Mr. Muhammad Ameen, Statistical Officer, BoS

HR Manager & Focal Person

Ms. Shaista Ashraf, Statistical Officer, BoS

Finance and Logistics

Mr. Akram Adeeb, Deputy Director, BoS

Mr. Razzaq Shakir, Care Taker, BoS

Mr. Bilal Javaid, Statistical Assistant, BoS

Sample Design

Ch. Sajid Rasul, Director General, BoS

Ms. Shaista Ashraf, Statistical Officer, BoS

Data Processing

Mr. Rohail, System Analyst, BoS

Mr. Muhammad Mohsin, Statistical Officer, BoS

Mr. Mehboob Baig, Statistical Assistant, BoS

Mr. Wajahat, Data Processing Assistant, BoS

Field Team Supervisors

Bahawalpur Division

1. Mr. Zaheer Ahmad
2. Mr. Muhammad Farooq

D.G. Khan

1. Mr. Haji Bilal Ahmad
2. Mr. Hassan Mahmood

Faisalabad Division

1. Mr. Abdul Hafiz
2. Mr. Asif Raza
3. Mr. Shehbaz Ahmad

Gujranwala Division

1. Mr. Arif Aziz
2. Mr. Muhammad Younas Awan
3. Mr. Amjad Ali

Lahore Division

1. Mr. Abdul Shakoor
2. Mr. Rizwan Farooq
3. Mr. Waqar Ahmad

Multan Division

1. Mr. Nazar M. Nasir
2. Mr. Ahmad Nawaz
3. Mr. Munir Ahmad

Rawalpindi Division

1. Mr. Ashiq Hussain
2. Mr. Pervez Bhatti

Sahiwal Division

1. Mr. Ghulam Yasin

Sargodha Division

1. Mr. Wajih- ul- Hassan
2. Mr. Naveed Ahmad
3. Mr. Asmat Niazi







Bureau of Statistics Punjab
65-Trade Centre Block,
M.A Johar Town, Lahore
Tel: +92 (42) 99232917-19
Fax: +92 (42) 99232903
Email: bureau.info@bos.gop.pk