

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.

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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.

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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 8 hours 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 Sheikhpura 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 PHBW 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 CPro 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 CPro 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 reputation 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

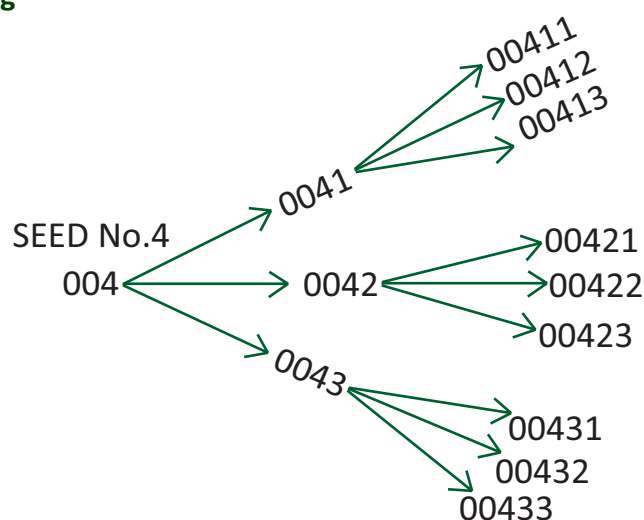
Unique RDS number has been recorded on Referral Form (**Annex-II**) to link households. This RID represented the total number of waves.

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.

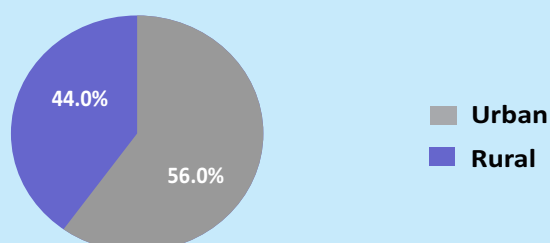
3.2 Urban Rural Division of Home Based Workers

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

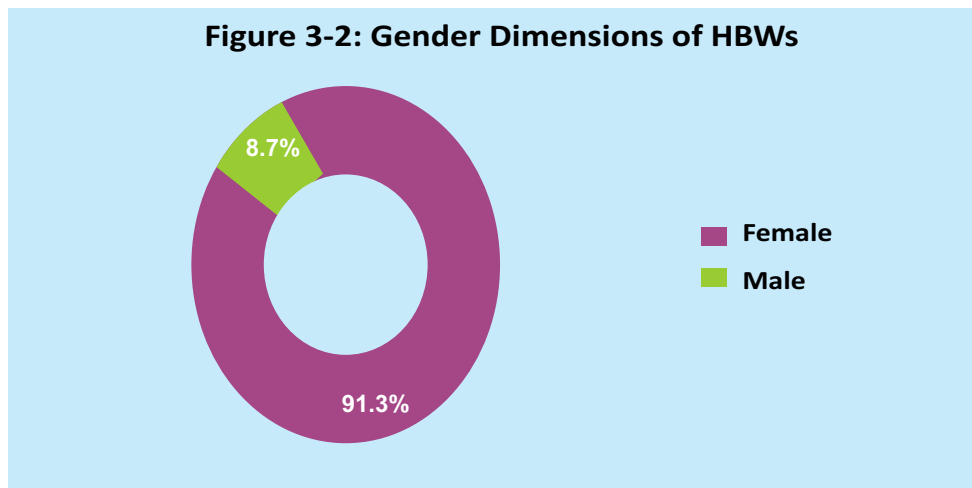
| | Male | Female | Transgender | Total | Number of HBWs |
|--------|------|--------|-------------|-------|----------------|
| Punjab | 8.7 | 91.3 | .1 | 100.0 | 13469 |
| Urban | 9.1 | 90.9 | .1 | 100.0 | 7541 |
| Rural | 8.1 | 91.8 | .1 | 100.0 | 5928 |

Figure 3-1: Urban Rural Division of HBWs

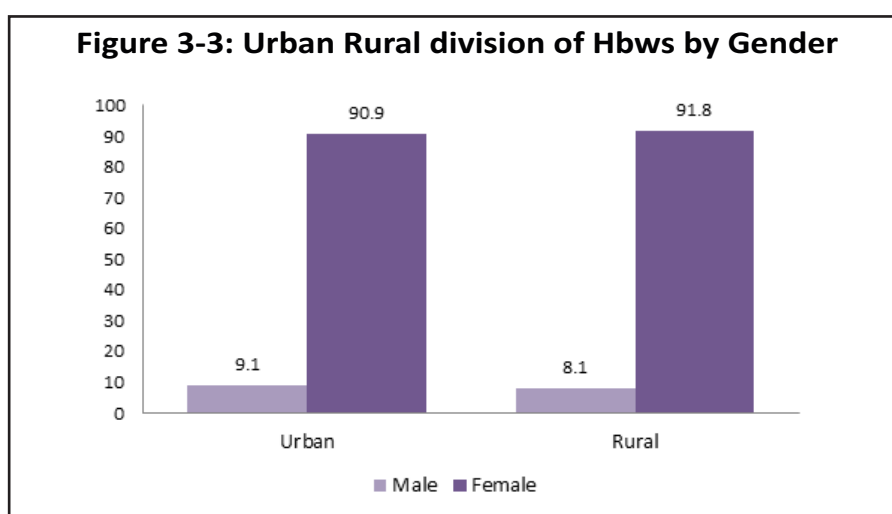


3.3 Gender Dimension of Home Based Workers

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.

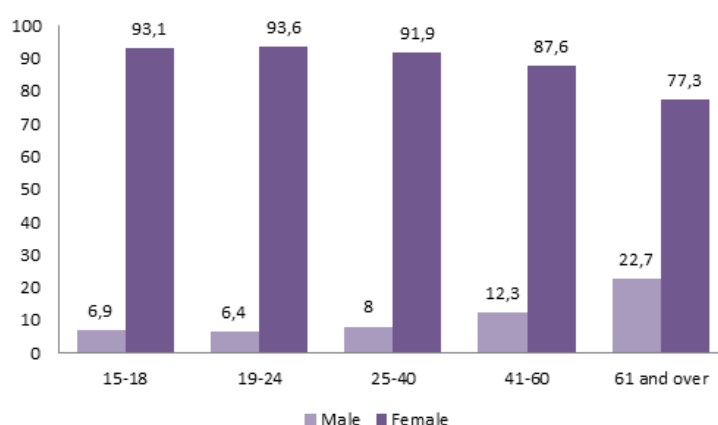
3.4 Age Profile of Home Based Workers

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

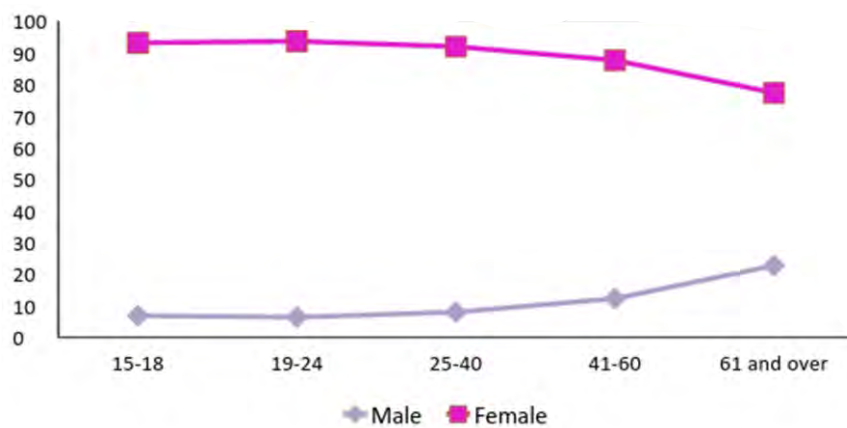
| | Male | Female | Transgender | Total | Number of HBWs |
|-----------|------|--------|-------------|-------|----------------|
| Punjab | 8.7 | 91.3 | .1 | 100.0 | 13469 |
| 15-18 | 6.9 | 93.1 | .0 | 100.0 | 1711 |
| 19-24 | 6.4 | 93.6 | .0 | 100.0 | 2701 |
| 24-40 | 8.0 | 91.9 | .1 | 100.0 | 6226 |
| 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

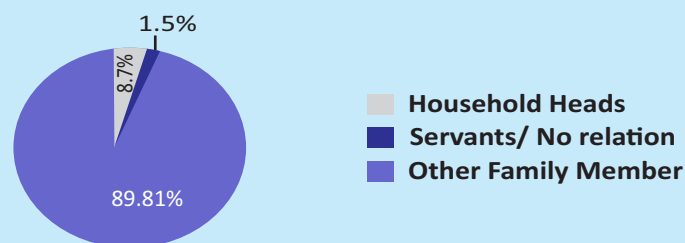


Table 3.3 shows that 8.7 percent of HBWs are heads of households, 1.5 percent of the HBWs do not have any relationship with the head of households and 89.8 percent are family members of the head of household.

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.

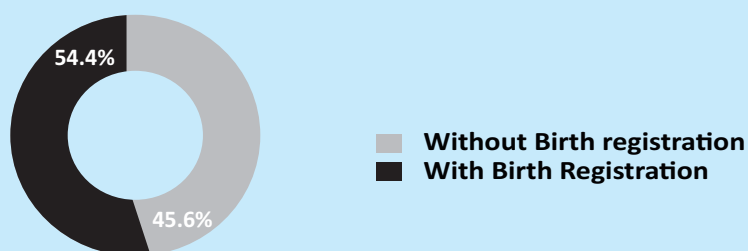
3.6.1 Birth Registration

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.

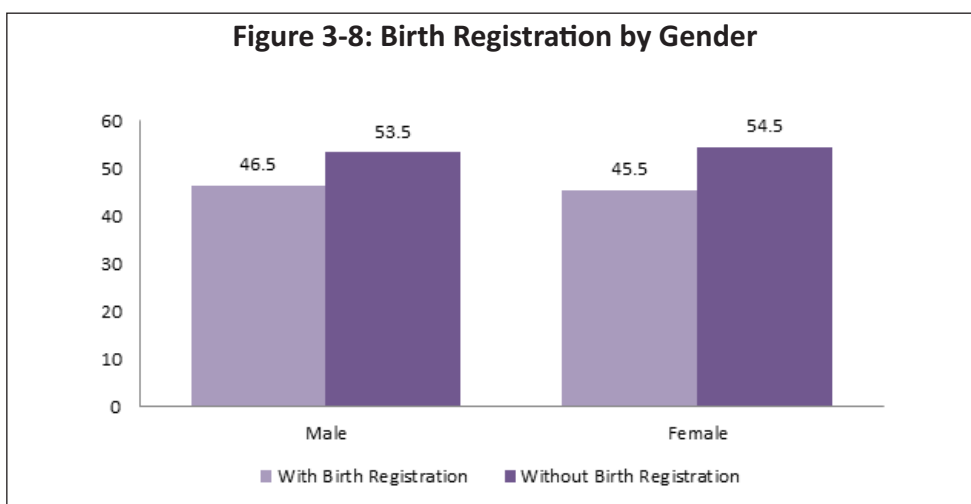
Table 3-4: Birth Registration

| | 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.

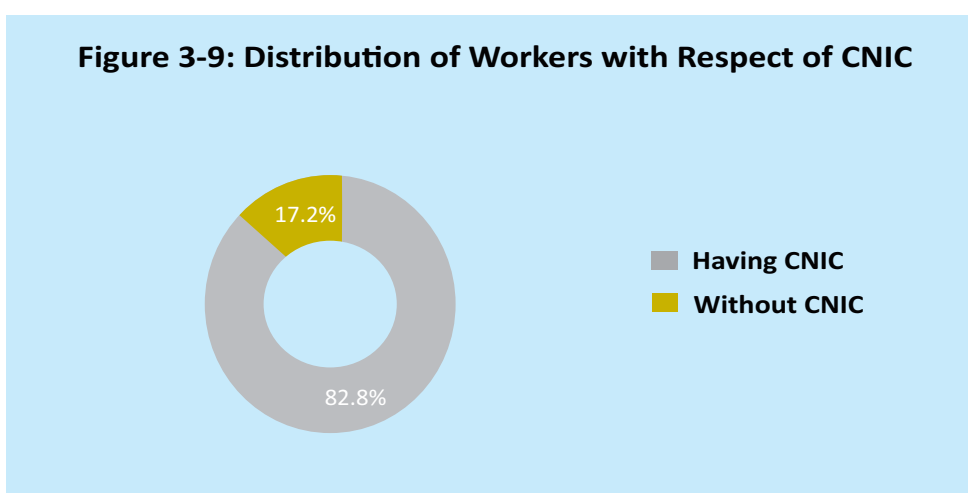


3.6.2 Computerized National Identity Cards (CNIC)

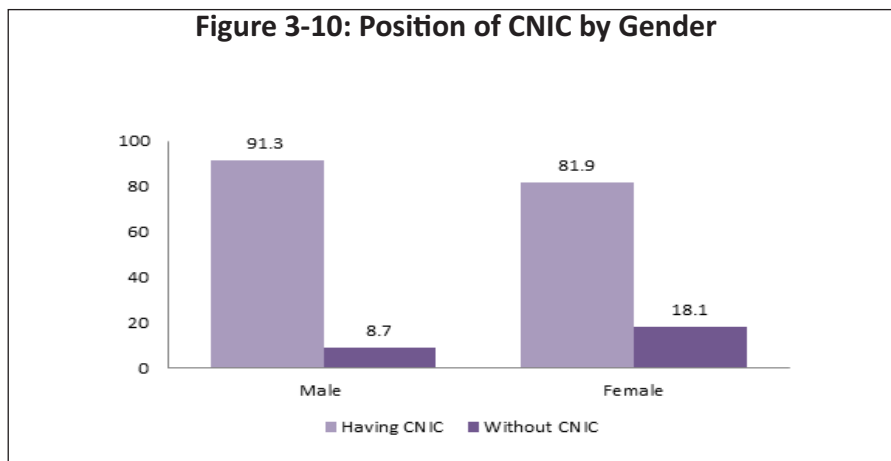
Table 3.5 reflects HBWs above the age of 18 years in respect of registration with NADRA. Overall, 82.8 percent of the HBWs owned CNIC.

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/Dum | 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 imparity 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 | Seperated | 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 | 46.9 | 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

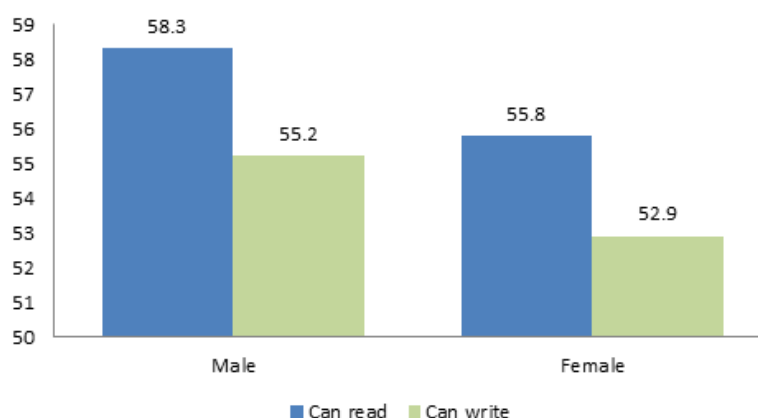
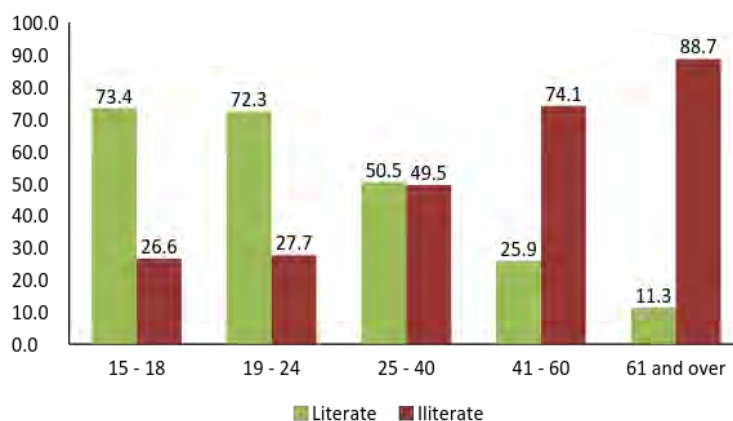
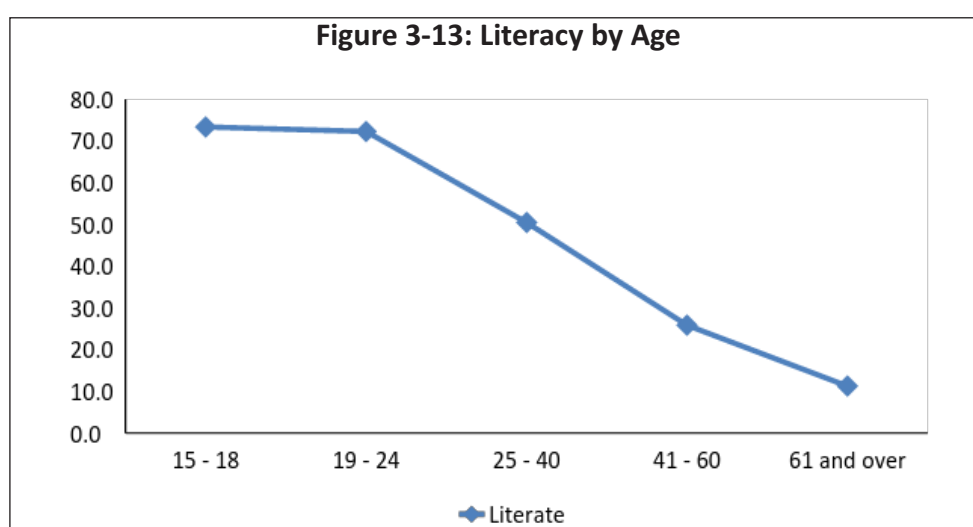


Figure 3-12: Literacy level by Age



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

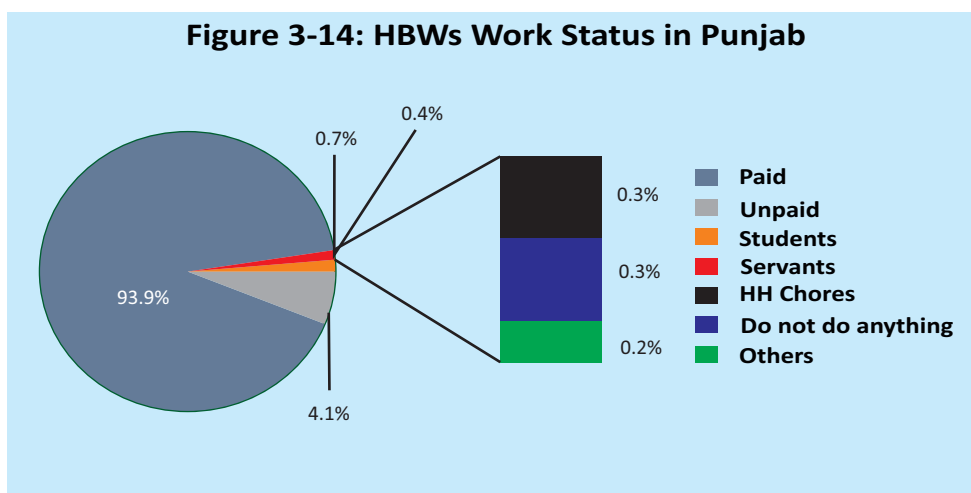
| | Islam | Christianity | Ahmadi | Hindu | Total | Total No. of HBWs |
|-------------|-------|--------------|--------|-------|-------|-------------------|
| Punjab | 98.1 | 1.9 | .0 | .0 | 100.0 | 13469 |
| Male | 98.2 | 1.8 | .0 | .0 | 100.0 | 1167 |
| Female | 98.1 | 1.9 | .0 | .0 | 100.0 | 12293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

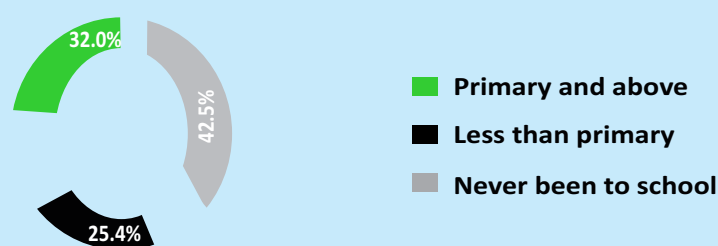
3.12 Educational Profile of Home Based Workers

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. 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 |

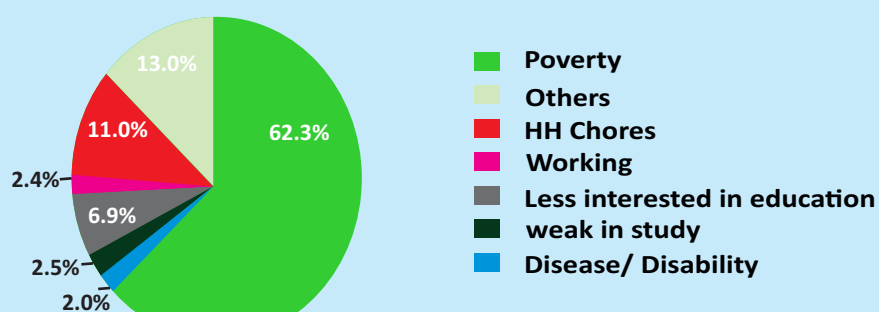
Figure 3-15: Education status of HBWs



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 percent 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:

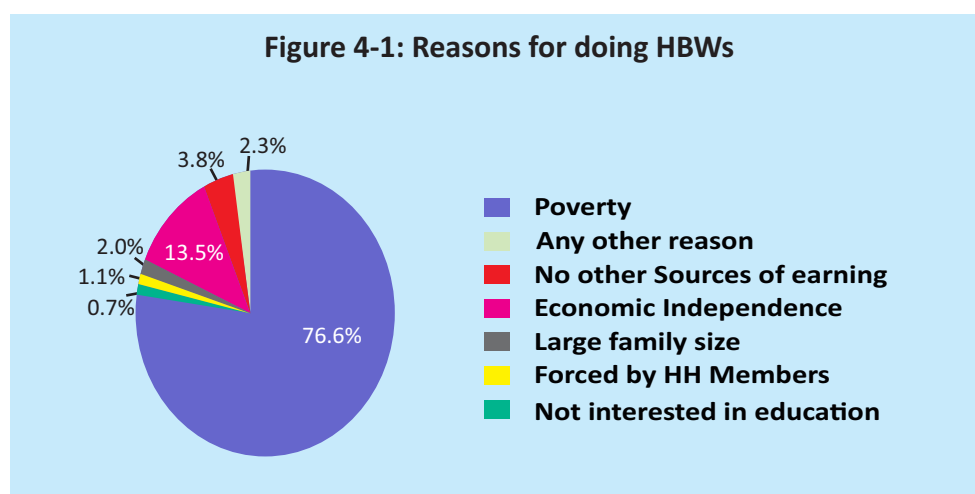
Box 4-1 Major Sectors of Home Based Work:

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, Doorri 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

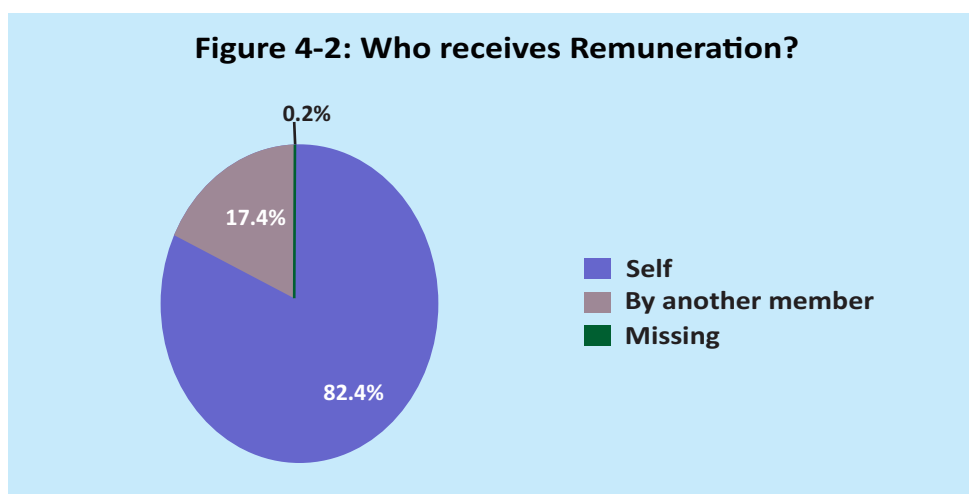
| | Working in Own Home | Working in Others' Home | Total | Total No. of HBWs |
|-------------|---------------------|-------------------------|-------|-------------------|
| Punjab | 97.8 | 2.2 | 100.0 | 13469 |
| Male | 93.7 | 6.3 | 100.0 | 1167 |
| Female | 98.2 | 1.8 | 100.0 | 12293 |
| Transgender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

4.5 Who Receives Remuneration?

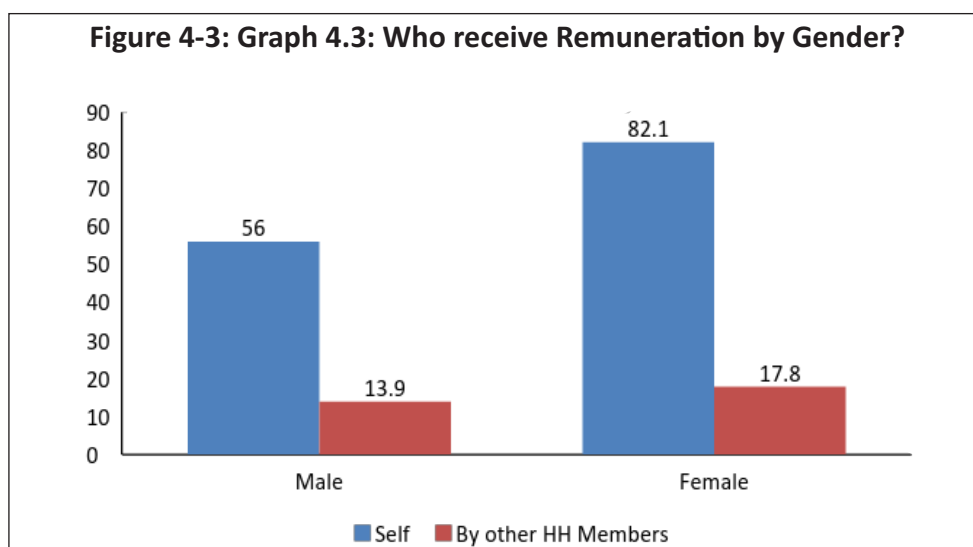
Table 4.2 shows who receives the remuneration of the HBWs. 82.4 percent of the respondents reported that they used to receive their remuneration themselves. However, 17.4 percent reported that they did not receive their remuneration. It was rather received by another family member.

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?

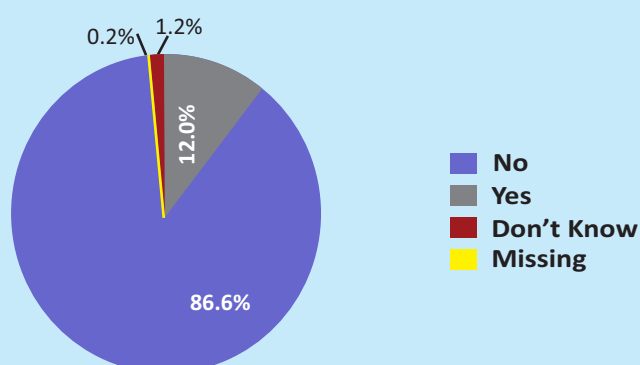
The position of the female HBWs in respect of receiving remuneration is reflected in the bar graph below which shows that the remuneration of 17.8 percent of the female HBWs is received by other household members. It is comparatively less in the case of male HBWs i.e. 13.9 percent.

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.

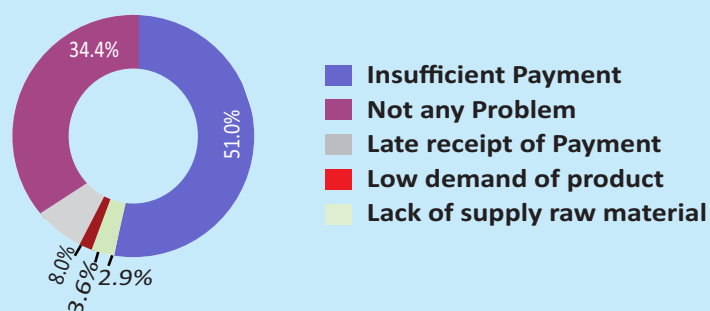
Figure 4-4: Position of Advances



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.

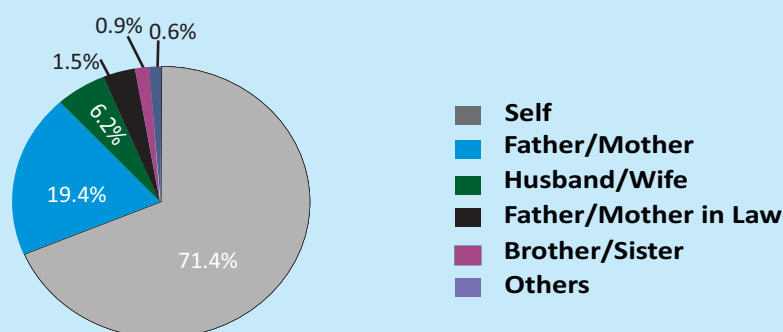
Figure 4-5: Problems faced by HBWs



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.

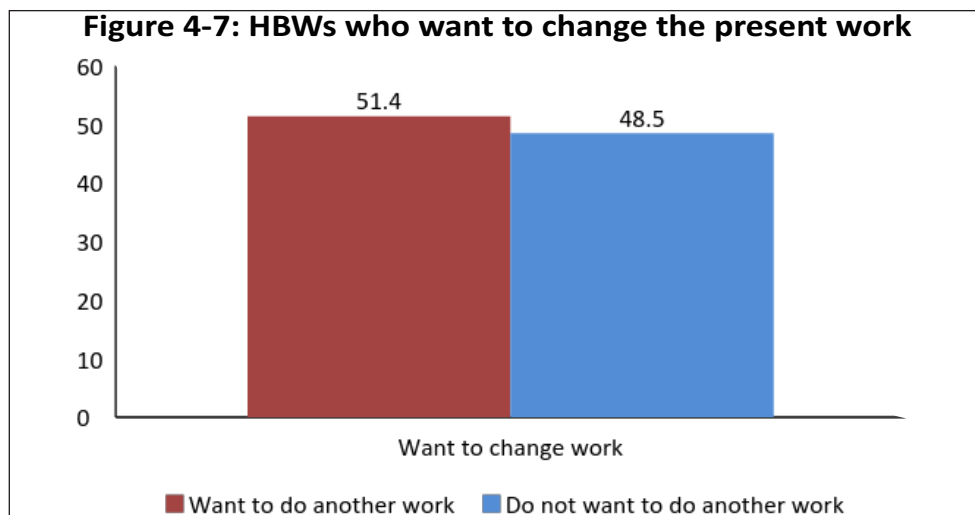
Figure 4-6: Decision making



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:

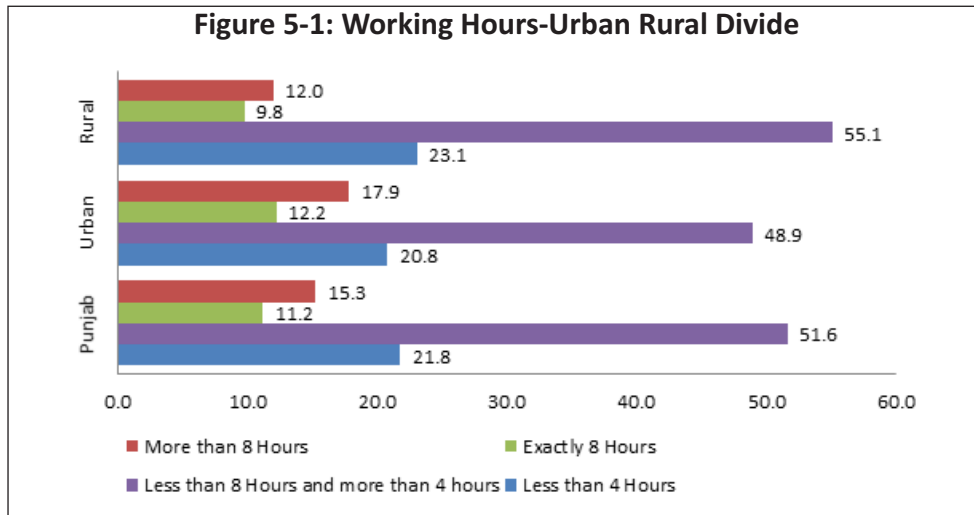
- The Factories Act, 1934
- The Shops and Establishment Ordinance, 1969
- The Mines Act, 1923

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

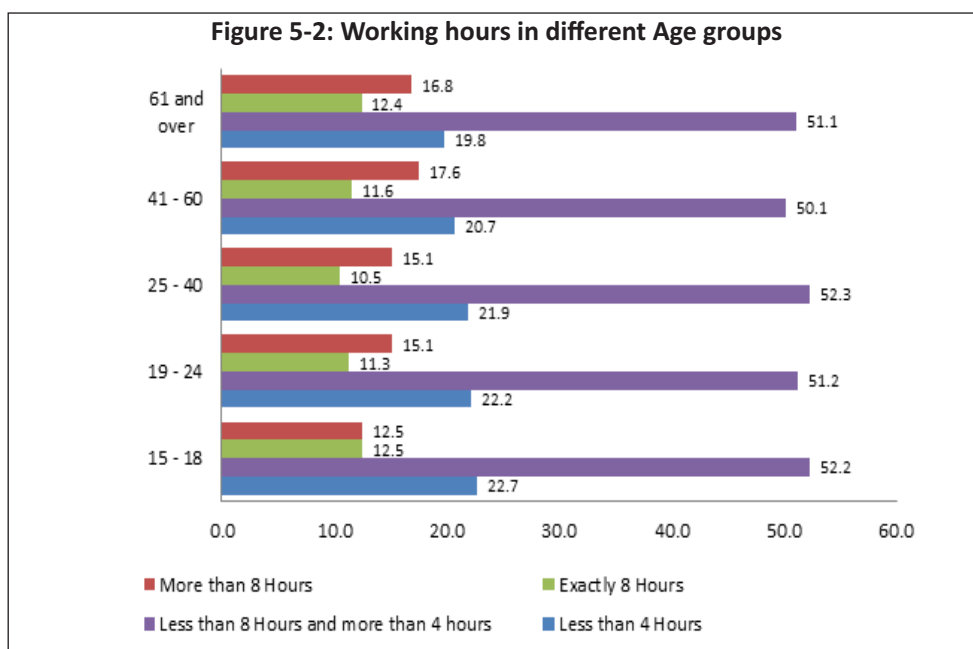
- C-1. Hours of Work (Industry) Convention, 1919
- C-4. Night Work (Women) Convention, 1919
- C-6. Night Work of Young Persons (Industry) Convention, 1919
- C-14. Weekly Rest (Industry) Convention, 1921
- C-59. Minimum Age (Industry) Convention (Revised), 1937
- C-81. Labour Inspection Convention, 1947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

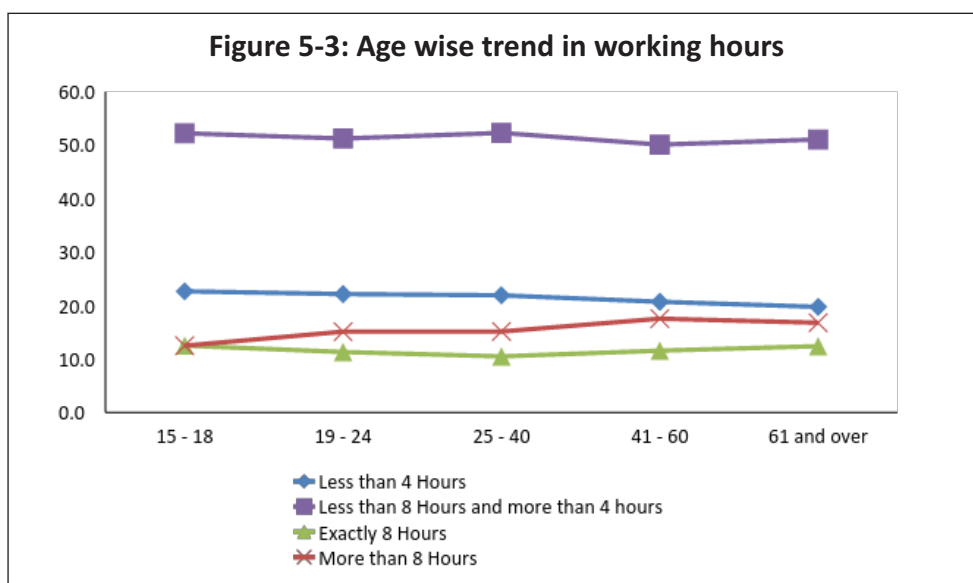
As per the labour laws, working hours are restricted to 8 hours in a day. The graph 5.1 presents the position of the HBWs in respect of the number of hours they work in a day. Overall, 21.8 percent of the HBWs reported working for less than 4 hours in a day, 51.6 percent are working for more than 4 hours 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.



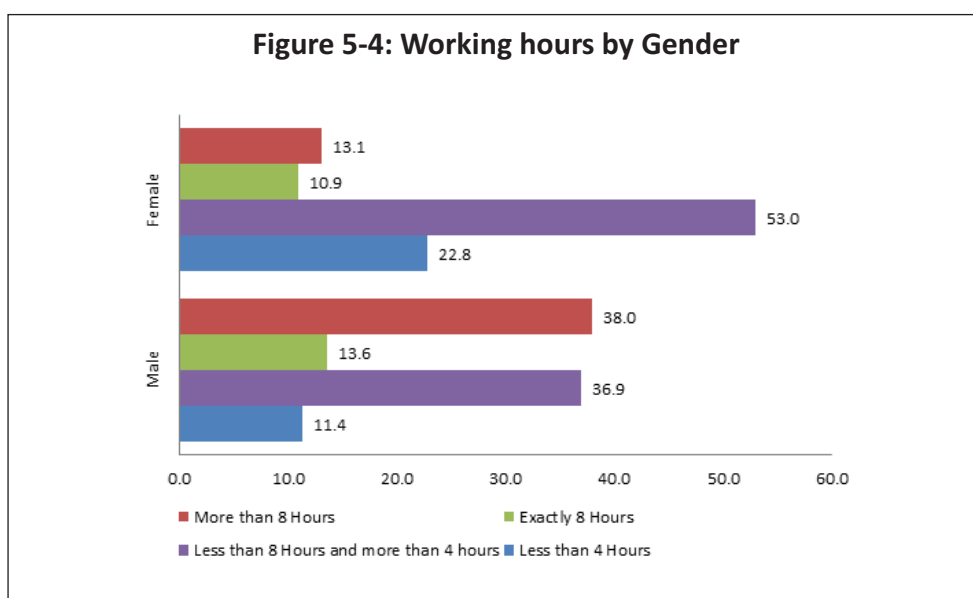
The bar charts below highlight that the percentage of the HBWs working less than 4 hours a day gradually decreases with the increase in age i.e. from 22.7 to 19.8. However, the percentage of the HBWs working for more than 8 hours daily gradually increases with the increase in the age up to the age of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



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

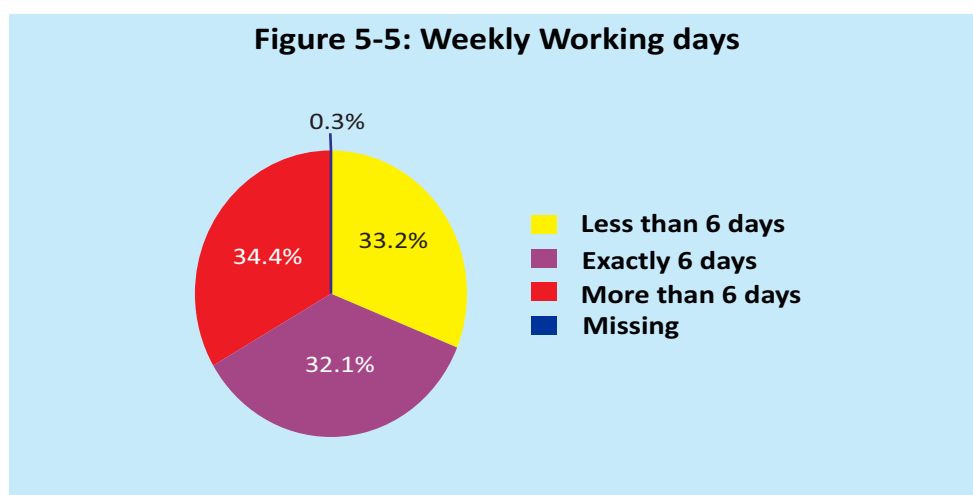


The percentage of the HBWs working less than 4 hours a day, above 4 hours and less than 8 hours a day, exactly 8 hours a day and more than 8 hours a day is reflected in the below bar diagram. Male HBWs are involved in doing more over work as compared to female HBWs i.e. 38.0 percent of male HBWs work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

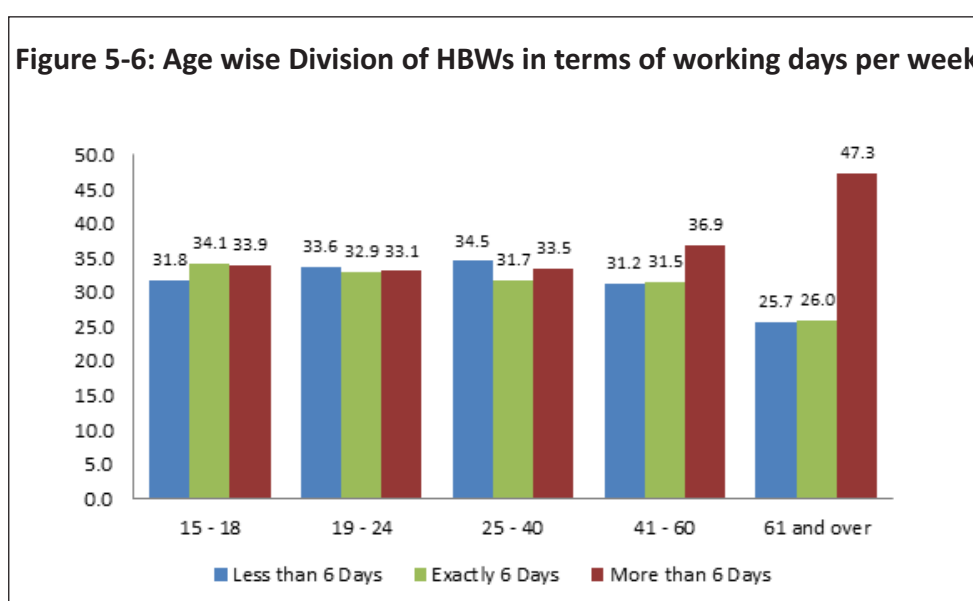


5.3 Weekly Working Days

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.

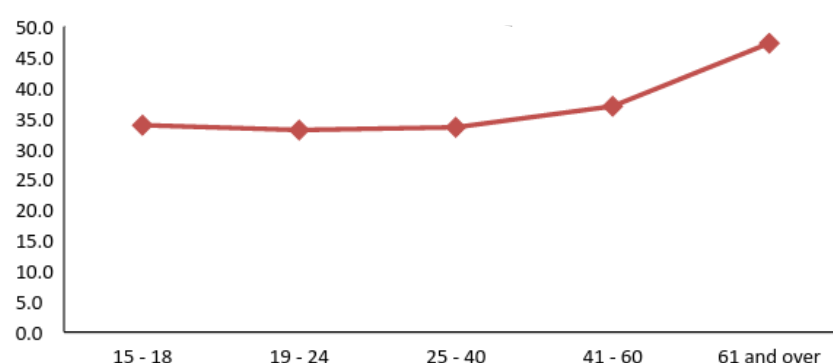


The following bar chart reflects the number of days of work of the HBWs in three categories i.e. age wise percentage of male and female workers working for less than 6 days a week; age wise percentage of male and female workers working for exactly 6 days in a week; and age wise category of male and female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



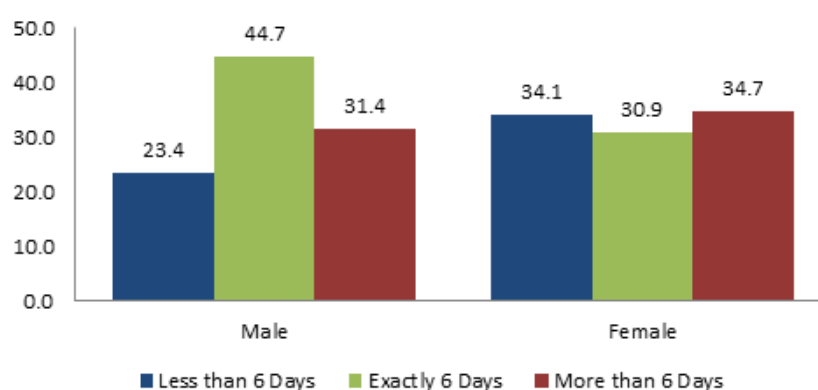
The percentage of the HBWs working in the category of “home based workers working less than 6 days a week” is decreasing with the increase in age. The percentage of the workers working in the category of “HBWs working exactly 6 days a week” is also decreasing with the increase in age. Contrarily, the 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

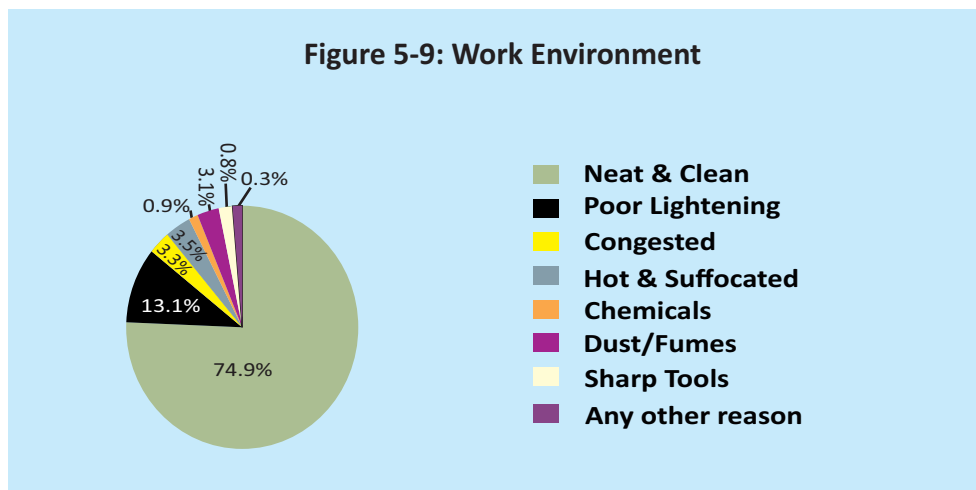
- The Punjab Restriction on Employment of Children Act, 2017.

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.

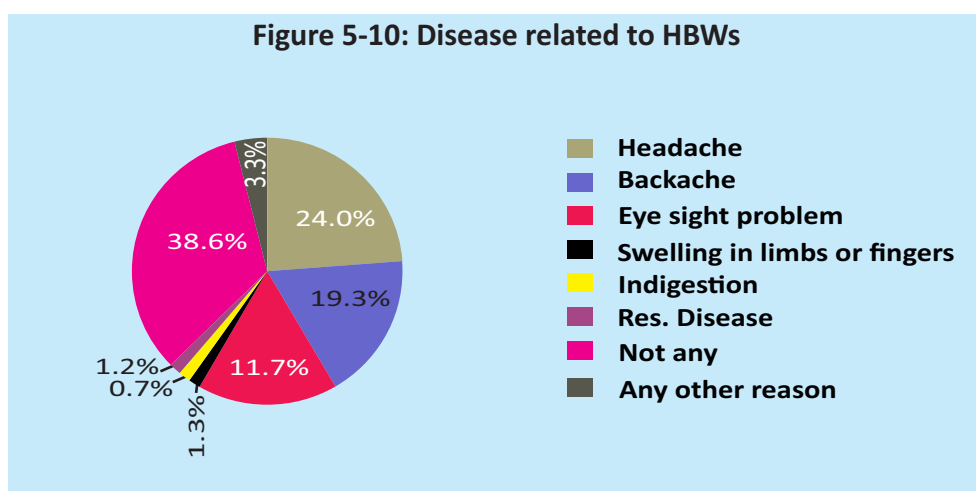
The responses of the HBWs with respect to their work environment are reflected in the below pie diagram:



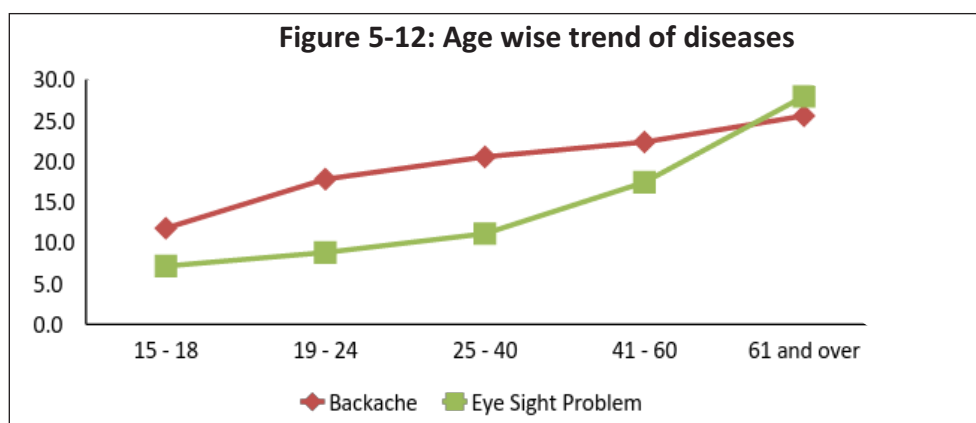
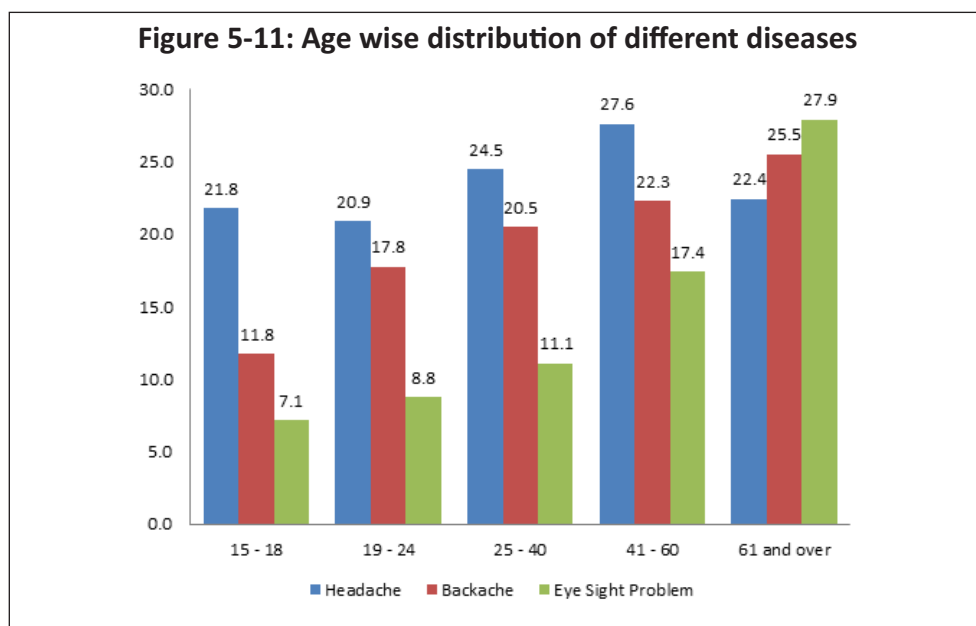
The Pie diagram above shows that 13.1 percent of the HBWs face poor light situation at the workplace. The workplaces in respect of 3.3 percent are congested. 3.5 percent of the HBWs have to work at hot and suffocated workplaces. Workplaces of 3.1 percent of the workers contain dust and fumes. 0.9 percent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

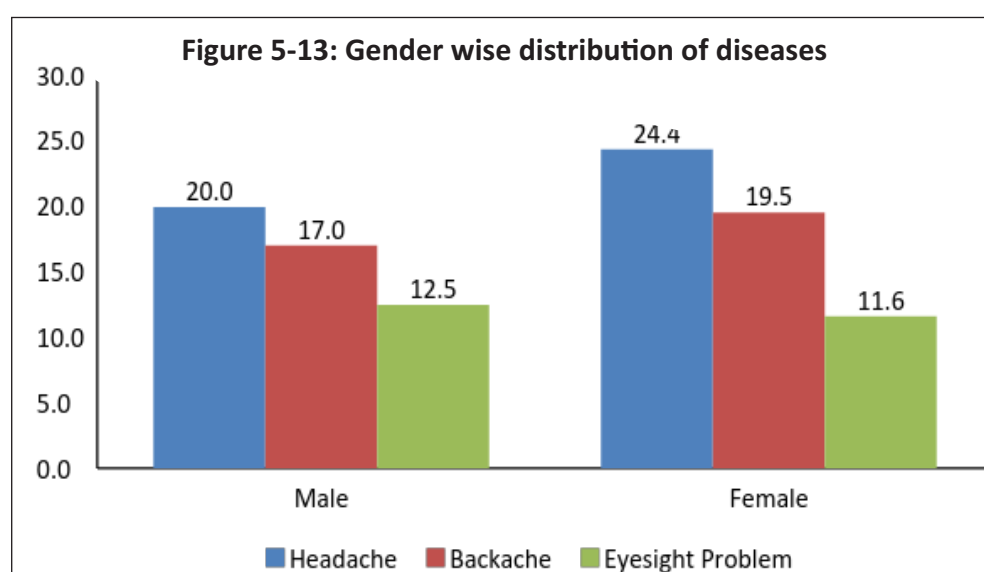
The responses of HBWs in respect of diseases are reflected in the following pie chart. 38.6 percent of the workers reported that they were free of any disease. 24 percent of the HBWs reported headache, 19.3 percent backache and 11.7 percent of the HBWs reported facing eye sight problems. 1.2 percent of the HBWs reported facing respiratory diseases. 1.3 percent of the HBWs reported facing indigestion and 0.7 percent of the HBWs reported swelling in limbs or fingers.



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



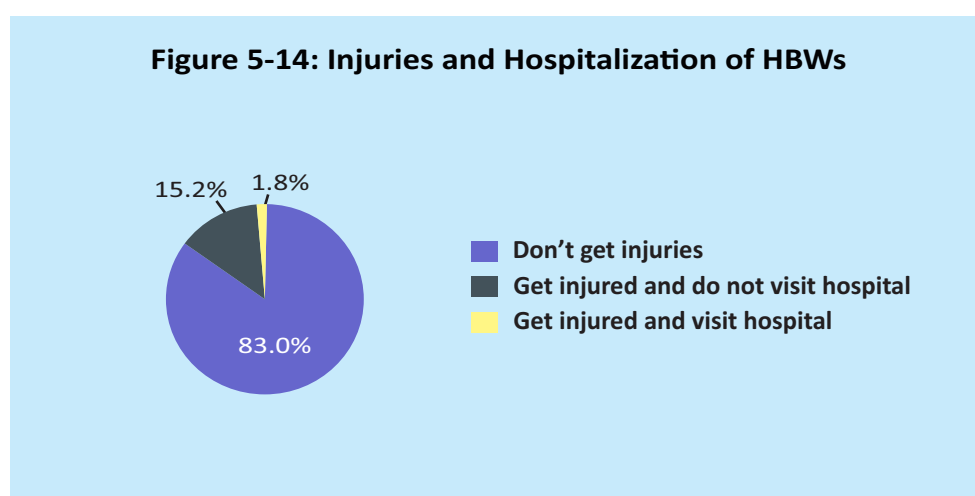
The above line graph shows that the incidence of backache and eye sight problems are increasing amongst the HBWs with the increase in age.



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.



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.



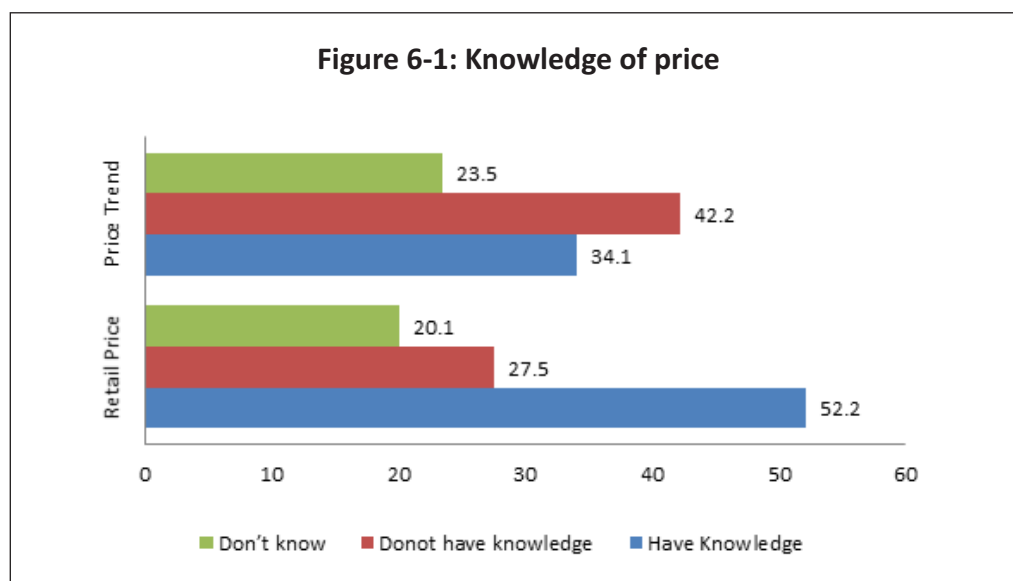
6. HOME BASED WORKERS AND MARKET

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)

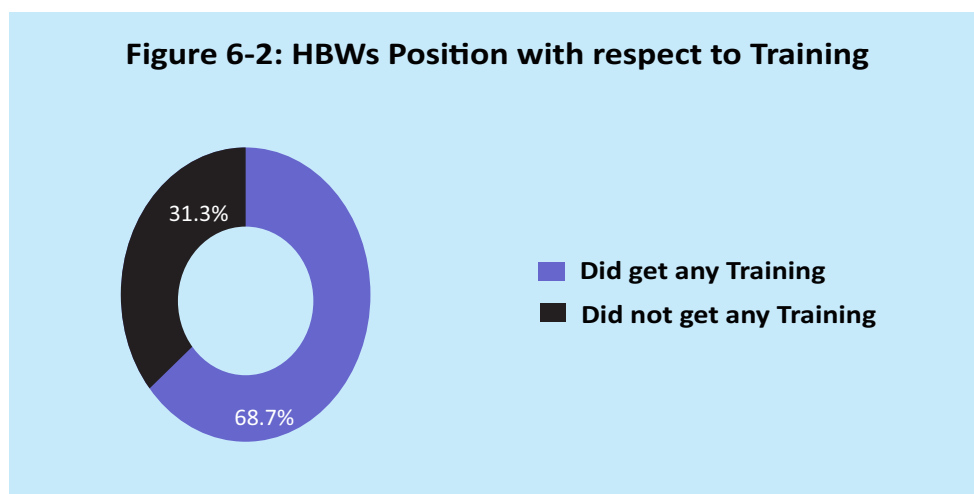
Internationally, skills are considered vital for poverty reduction, economic recovery and sustainable development. This very fact attracts the attention of policy makers to Technical and Vocational Education and Training (TVET). TVET comprises formal, non-formal and informal learning for entry into and 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/>

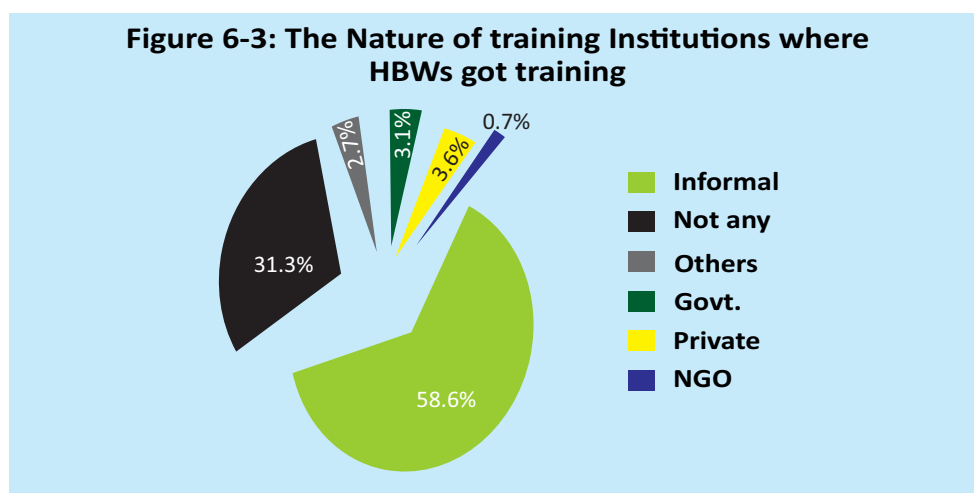
Punjab Technical Education & Vocational Training Authority (TEVTA), Punjab Skill Development Council (PVTC) and Punjab Skill Development Fund (PSDF) are functional in the province under the technical guidance of the National Vocational & Technical Training Commission (NAVTTTC).

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

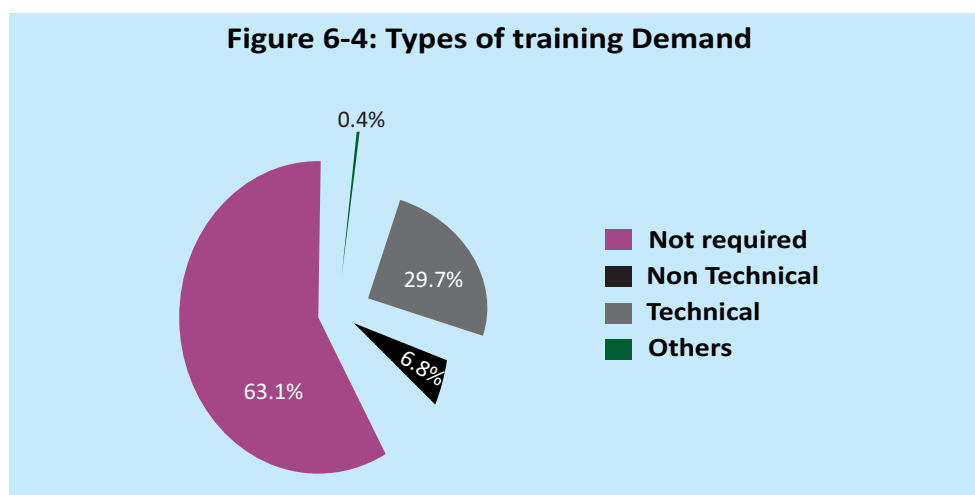
The following graph reflects that 68.7 percent of the HBWs got training before starting their present work whereas 31.3 percent of them did not get any training for the work they are presently engaged in.



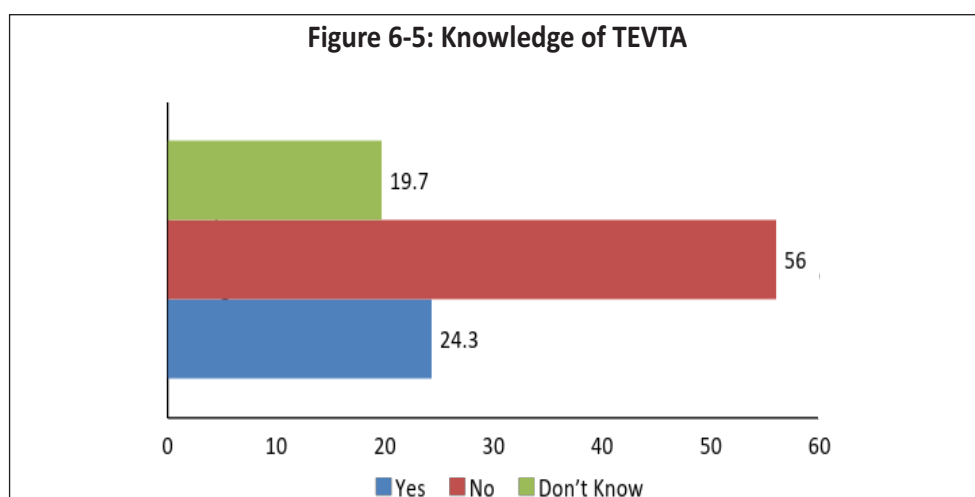
The percentage of the HBWs who got training is reflected in the pie graph below. Most of them got training from informal setup. The role of the Government's institutions is limited.



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.



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

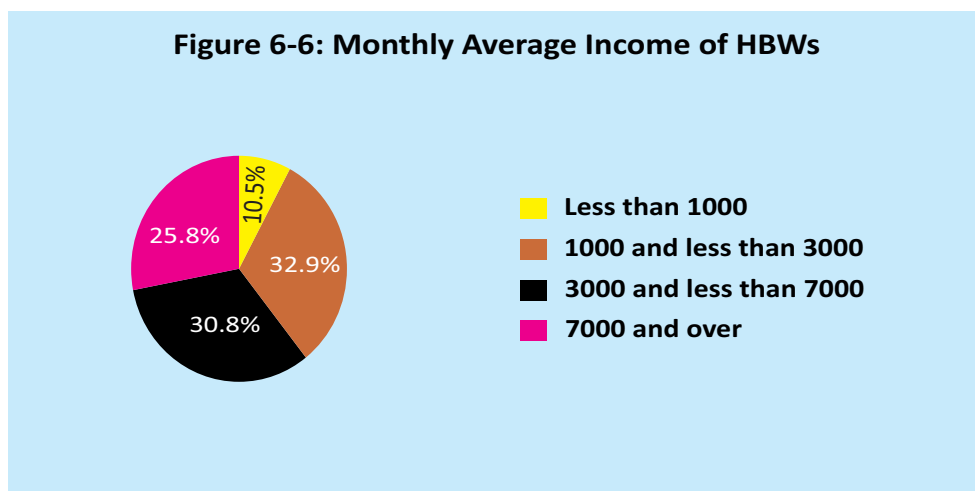


6.4 Remuneration and Income⁷

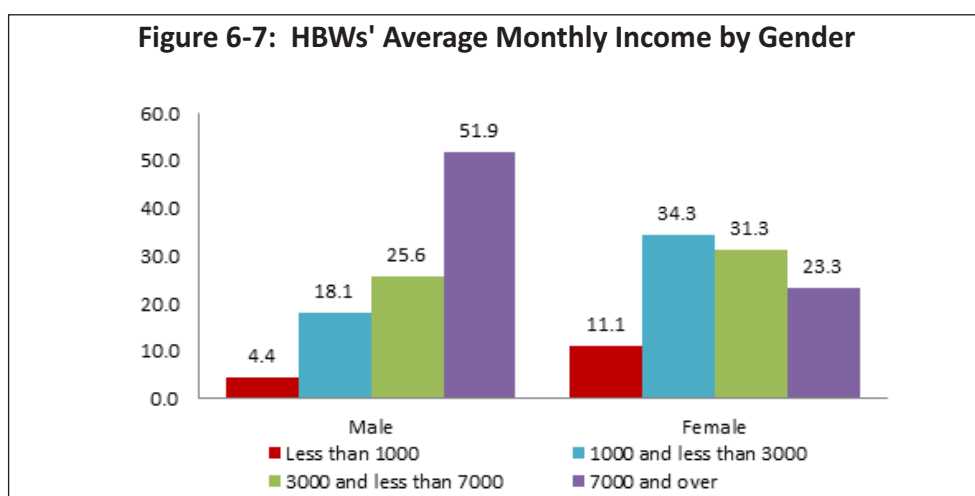
Remuneration and income determines a person's economic position and living standard in the society, that is why fair wage and fair remuneration have been considered as basic indicators of decent work. ILO's Convention 100 on Equal Remuneration under Article-1 (b) requires ratifying state to ensure equal 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/-

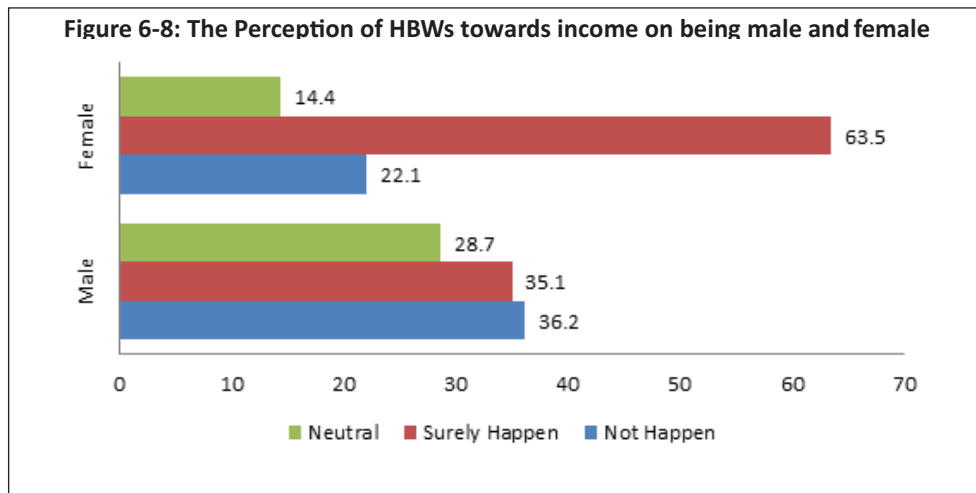
The diagram below presents the percentage of the HBWs with average monthly income. The average monthly income of 10.5 percent of the HBWs is less than PKR: 1000/, the average monthly income of 32.9 percent of the HBWs falls between PKR: 1000 to 3000/, the average monthly income of 30.8 percent falls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

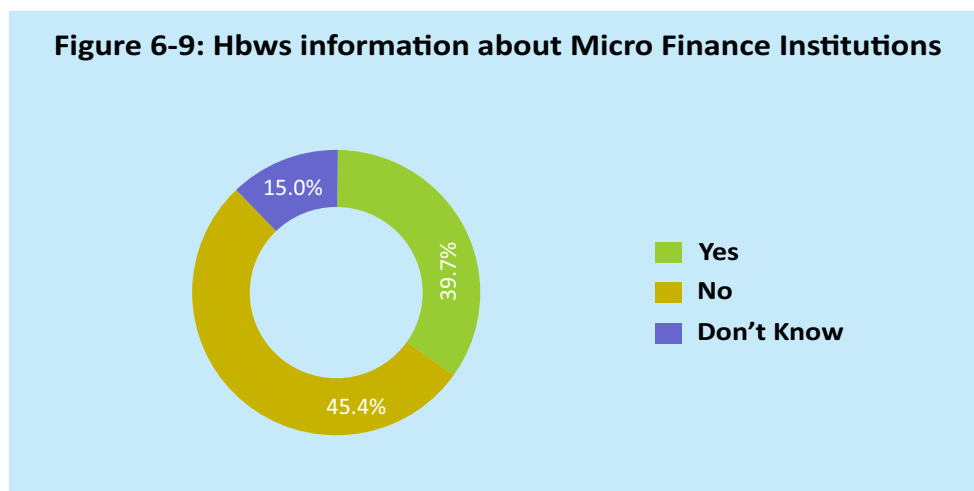


The pie graph below presents the HBWs' perception towards income on being male or female. 35.1 percent of the male and 63.5 of the female HBWs perceived that being a male or female definitely impacts HBWs' income.



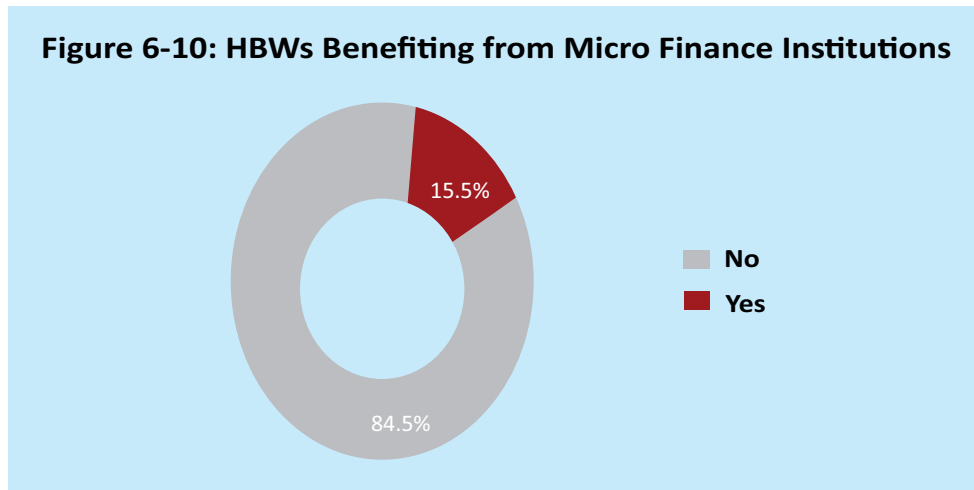
6.5 Access to Credit

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.

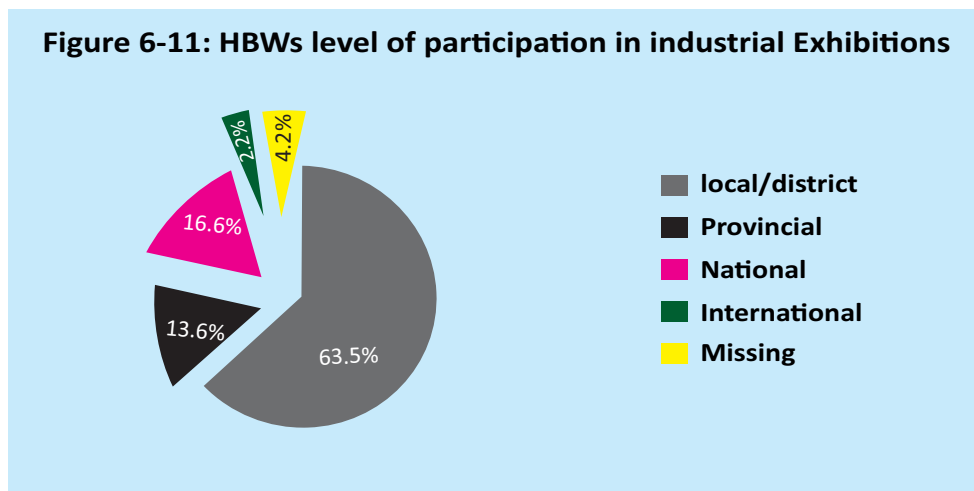
Figure 6-10: HBWs Benefiting from Micro Finance Institutions



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.

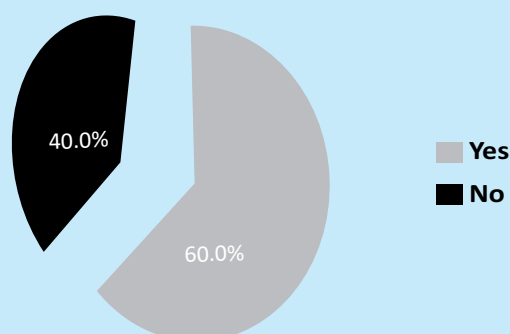
Figure 6-11: HBWs level of participation in industrial Exhibitions



6.7 Relationship with Contractor:

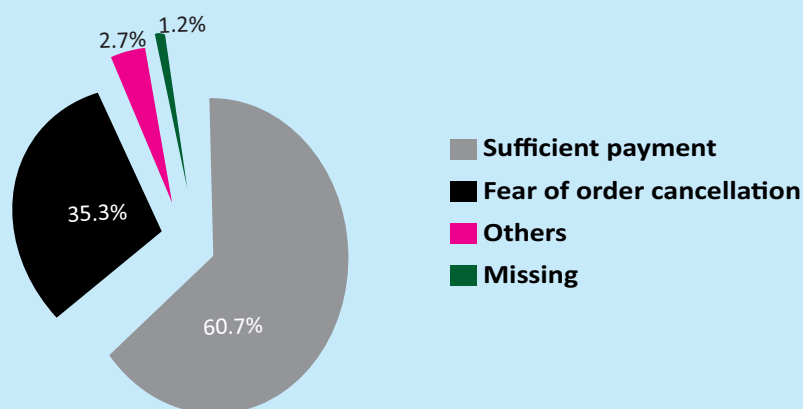
Contractor or middle person is a critical link between the ultimate employer and the HBWs. The relationship of the HBWs with the contractor, therefore, matters. The percentage of the HBWs who asked their contractor for an enhancement in their remuneration is reflected in the pie diagram below. 60 percent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



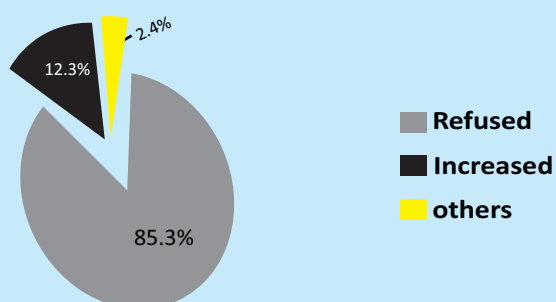
35 percent of the HBWs who did not ask for an enhancement in their remuneration could not ask for it due to the fear that they would lose the contract. The response is highlighted in red color in the below diagram. However, the other 60.7 percent believe that the payment is sufficient.

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



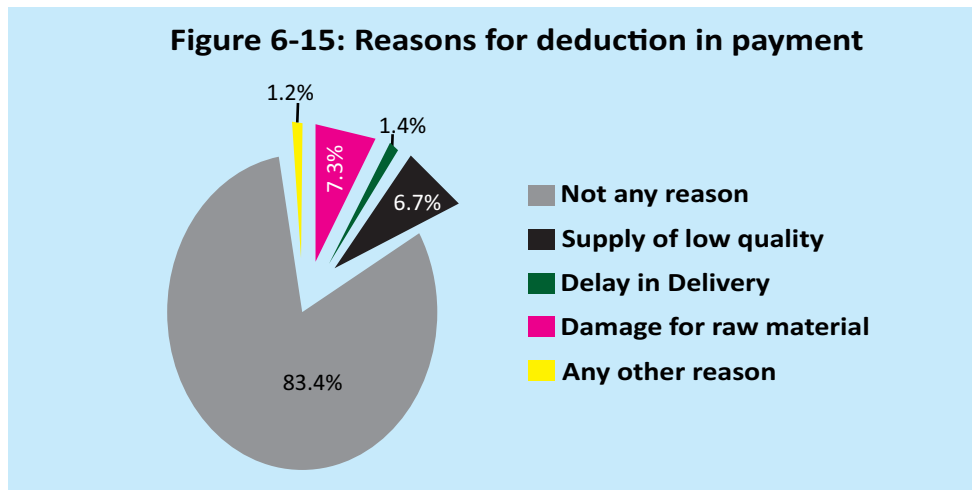
Only 12.3 percent of the HBWs who asked for enhancement in remuneration were successful in receiving enhancement in remuneration.

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.

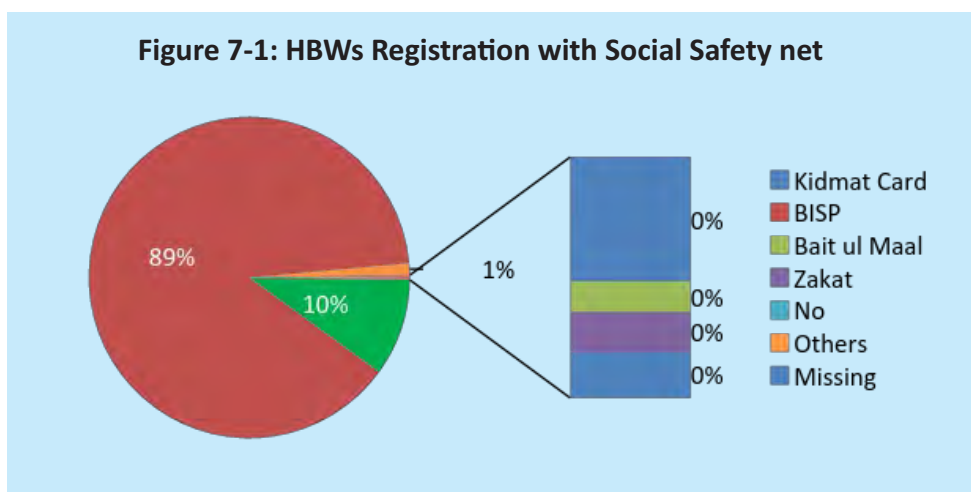
7.2 HBWs' Knowledge about the Existing Workers Specific Social Protections Schemes

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

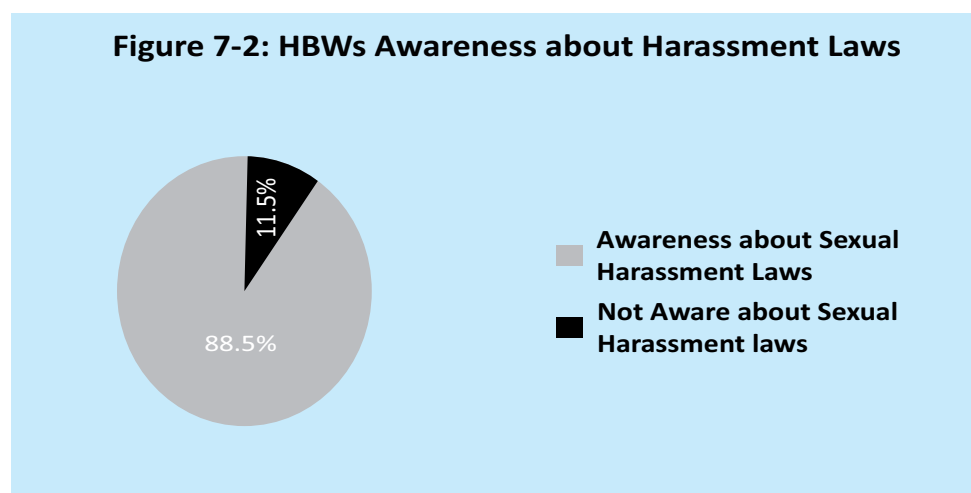


9.8 percent of the HBWs are registered with BISP. However, the registration with other special schemes and initiatives is less than 1 percent.

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.



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:

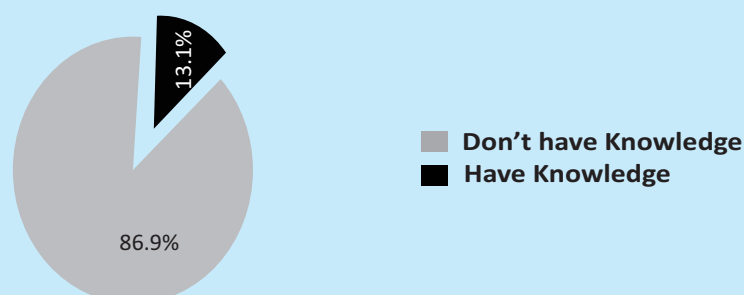
- The Directorate General of Labour Welfare, Punjab
- The Punjab Employees' Social Security Institution (PESSI)
- The Employees' Old-Age Benefits Institutions (EOBI)
- The Punjab School Education Department
- The Punjab Minimum Wages Board
- The Labour Courts

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.

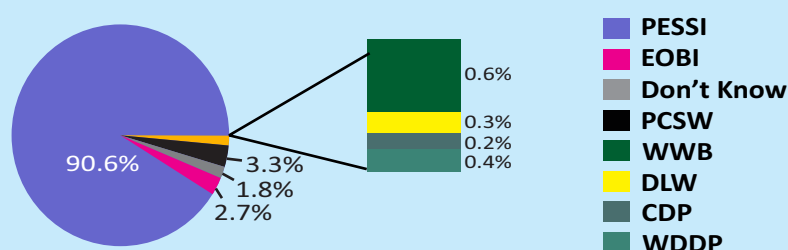
¹⁰ See Table LR2 in the Appendix

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 | | | Total | Total No.of HBWs | Percentage HBWs in each sector |
|---|-------------|-------------|--------------|------------|-------------|-------------|--------------|------------------|--------------------------------|
| | Urban | Rural | Total | Male | Female | Transgender | | | |
| 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 |
| Doori 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 stc. | 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 Earthen 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 | | | | Total No.of HBWs | Percentage HBWs in each sector |
|--|-------|-------|-------|--------|--------|-------------|-------|------------------|--------------------------------|
| | Urban | Rural | Total | Male | Female | Transgender | 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/Pickle 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 Knowledge of 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 Knowledge of 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 |
| Trans-gender | 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 | less than 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 | 1000 and less than 3000 | 3000 and less than 7000 | | | 7000 and over | |
| 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 | Pulic | Others | Missing | Total | | |
| Punjab | 10.45 | 17.6 | 28.3 | 53.4 | .7 | 100.0 | 1089.29 | 4309 |
| Urban | 8.58 | 16.7 | 24.1 | 58.3 | .9 | 100.0 | 922.29 | 2138 |
| Rural | 12.30 | 18.6 | 32.5 | 48.6 | .4 | 100.0 | 1253.64 | 2171 |
| Male | 33.95 | 32.1 | 38.8 | 28.6 | .6 | 100.0 | 5131.79 | 413 |
| Female | 7.98 | 16.1 | 27.2 | 56.0 | .7 | 100.0 | 661.19 | 3894 |
| Transgender | 1.03 | 44.2 | 41.0 | 14.9 | 0.0 | 100.0 | 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 | Total | |
| Punjab | 60.7 | 35.3 | 2.7 | 1.2 | 100.0 | 4776 |
| Male | 60.5 | 35.6 | 2.9 | .9 | 100.0 | 371 |
| Female | 60.8 | 35.3 | 2.7 | 1.3 | 100.0 | 4400 |
| 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 form 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 Enviroment

| | 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 Harrassement | 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 | 13469 |
| Urban | 69.2 | 30.5 | 0.3 | 83.8 | 14.6 | 0.1 | 1.1 | 0.3 | 7541 |
| Rural | 72.4 | 27.6 | 0.1 | 93.8 | 3.7 | 0.1 | 2.4 | 0.0 | 5928 |
| Male | 70.7 | 29.6 | 0.3 | 89.4 | 8.2 | 0.1 | 2.1 | 0.3 | 1167 |
| Female | 70.7 | 29.1 | 0.2 | 88.1 | 10.0 | 0.1 | 1.7 | 0.2 | 12293 |
| Transgender | 63.3 | 36.7 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 9 |

Table HH1: Response Rate

| | Gender | | | | | | | Area | | | | | | | | | |
|-------------------------|----------------------------------|------|--------|-------|-------------|---------|-------|-------|-----|-------|-------|------|-------|------|------|-------|-------|
| | Male | | Female | | Transgender | Missing | Total | Urban | | Rural | Total | | | | | | |
| 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 |
| | Refused | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 1 | 100.0 | 0 | 0.0 | 1 | 100.0 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |
| 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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |

Table HH2: Age Distribution of HBWs by Gender

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

1. District Name & Code:

| | |
|--|--|
| | |
|--|--|

2. T.S. Name & Code:

| | |
|--|--|
| | |
|--|--|

3. T.S Cell

[illegible]

4. Signature of T.S

| | |
|--|--|
| | |
|--|--|

5. Date of Visit / Meeting / /

[illegible]

CONFIDENTIAL



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

Form No II

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 | Reported Pocket size (No. of HBW HH) | Nature of Work | | | | | |
|------------------|----------------------------|--------------------------|--|----------------|---------------------|---------|---------------------|----------|------------------|
| | | Urban....U Rural....R | | 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 it: 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 | | | | |

PUNJAB HOME BASED WORKERS SURVEY, 2016
TRACKING REFERRAL FORM

[illegible]

.....

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



135

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 ____ / ____ / 20__ | |
| 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. Data Entry 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 who usually lives here. (Starting with the head of household, list the head of household first. Then ask: are there any others who live here, even if they are not now? If yes, complete listing from HL2 to HL5 (one by one). Then, ask questions starting with HL6 for each person. If a 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 | | | | | | | |
|----------|------|--|--|---|---|--|---|---|--|--|---|--|-------------|----|
| 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 recorded completed year. If age is 95 or above record 95. If age is < 1 year record 00) | Have (Name) keep? 1. I.D Card 2. B. 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 under standing? 1. Yes 2. No | Can (Name) write in any language with under standing? 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 | 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 | ___ | 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 | ___ | 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 | ___ | 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 | ___ | 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 | ___ | 05 |
| 06 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 06 |
| 07 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 07 |
| 08 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 08 |
| 09 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 09 |
| 10 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 10 |
| 11 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 11 |
| 12 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 12 |
| 13 | | | 1 2 3 | ___ | 1 2 3 4 | ABCDEFX | ___ | 1 2 3 4 5 6 | ___ | 1 2 | 1 2 | 1 2 3 4 6 | ___ | 13 |

Codes for HL3 (Relationship of head of household)

| | | | | | | | |
|------------------|---------------------------|-----------------|----------------------|-----------------------------|--------------------|-----------------------------------|-----------------|
| 01. Head | 03. Son / Daughter | 05. Grand Child | 07. Parent in Law | 09. Brother / 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. Brother / 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 | |
|--|-----------------------|--|
| <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> | | |
| 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 ____ / ____ / 20__ |
| After completion the interview for Eligible HBW fill in the following information. | | |
| HB7. Result of HBW interview Interview completed.....1 Refused.....2 No Eligible HBW at home.....3 Partially completed.....4 Responded not able for interview.....5 Other (Specify).....6 | | |
| HB8. Date Entry 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? | 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 the 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 bein a male / female? | Not likely at all.....1 Somewhat likely2 Half / Half likely.....3 Very likely.....4 Will happen for sure.....5 Don't Know8 | |
| WP13 | Do you know the retail price of one piece? | Yes.....1 No.....2 Don't Know8 | |
| WP14 | Do you know about the increase / decrease retail price of products / piece during the last six months? | Yes.....1 No.....2 Don't Know8 | |
| 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? | Individually1 Organizational.....2 Never3 | ⇒ RP1 |
| 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) | Daily1. _____ Weekly.....2 _____ 15 days.....3 _____ One month.....4 _____ | |
| RP4 | What is your average income from the current (main) work? (Income in Rs.) | Rupees: Daily1 _____ 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 No.....2 ⇒ RP11 |
| 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 ⇒ RP11 |
| RP7 | Kindly let me know, where do you perform your additional work? | At your own home.....1 At another home.....2 Other (Specify).....6 ⇒ RP11 |
| 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 do additional work? (record the days) | Number of Days:..... |
| RP10 | What is your average income from the additional work? (Income in Rs.) | Rupees: Daily.....1 Weekly.....2 15 days.....3 Monthly.....4 |
| <i>Total Income = current work + additional work income. (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 ⇒ RP18 |
| 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. ⇒ RP22 |
| RP18 | Did you ever ask to owner / contractor for the increase in payment? | Yes.....1 No.....2 ⇒ RP20 |
| RP19 | What was the reaction of owner/ contractor for increase in payment? | Refused.....1 Increased.....2 Others (Specify).....6 ⇒ RP21 |
| 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 No.....28 |

| 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 Know8 |
| 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 Effectted 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 No.....2 |
| 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 No.....2 Don't Know.....8 |

⇒ HS5

| 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? MS1 |
| | Yes No | 1 2 | Are / Did you get any benefit from Micro Finance Group / Organization / Institution? MS2 |
| | Yes No | 1 2 | Are you agree to work at any working center/ unit? MS4 |
| | Yes No Don't Know | 1 2 8 | Do you know about any vocational organization/ institution in your area? MS5 |
| | 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? MS6 |
| | 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) MS7 |
| | 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 PCSW = Punjab Commission for status on the Women Helpline | PESSI = Punjab Employee Social Security Institution | EOBI = Employees Old Age Beneficent Institution |
| 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? LR1 |
| | Yes No | 1 2 | Does your current work effect your domestic responsibilities? LR2 |
| | Yes No | 1 2 | Do you have some awareness about the security laws against the (sexual) harassment? LR3 |
| | Yes No | 1 2 | Do you feel secured yourself at home? LR4 |
| | Yes No | 1 2 | Did you face any incident of harassment during work at home? LR5 |
| | Yes No | 1 2 | Are you aware about Labour Laws? LR6 |

| | | |
|---------------------------|--------------------------------------|-------|
| Hours: ____ Minutes: ____ | Record the (HBW Interview) end time: | HB11. |
|---------------------------|--------------------------------------|-------|

| | |
|--|------|
| <p>Thanks to all the respondent for their cooperation and check the List of Household Members HL13</p> <p>Return to the cover page and make sure that the result 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.</p> | HH17 |
|--|------|

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

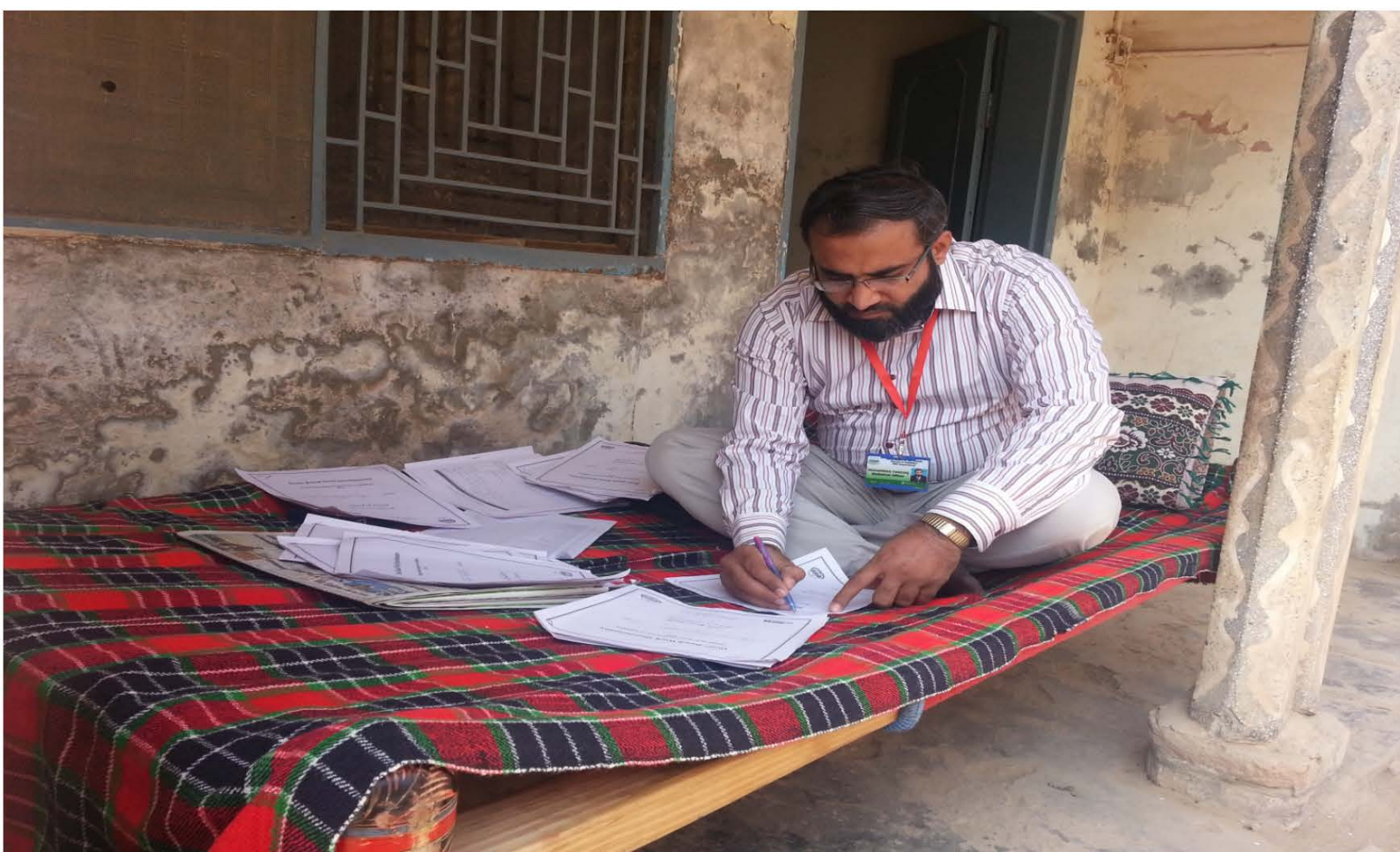
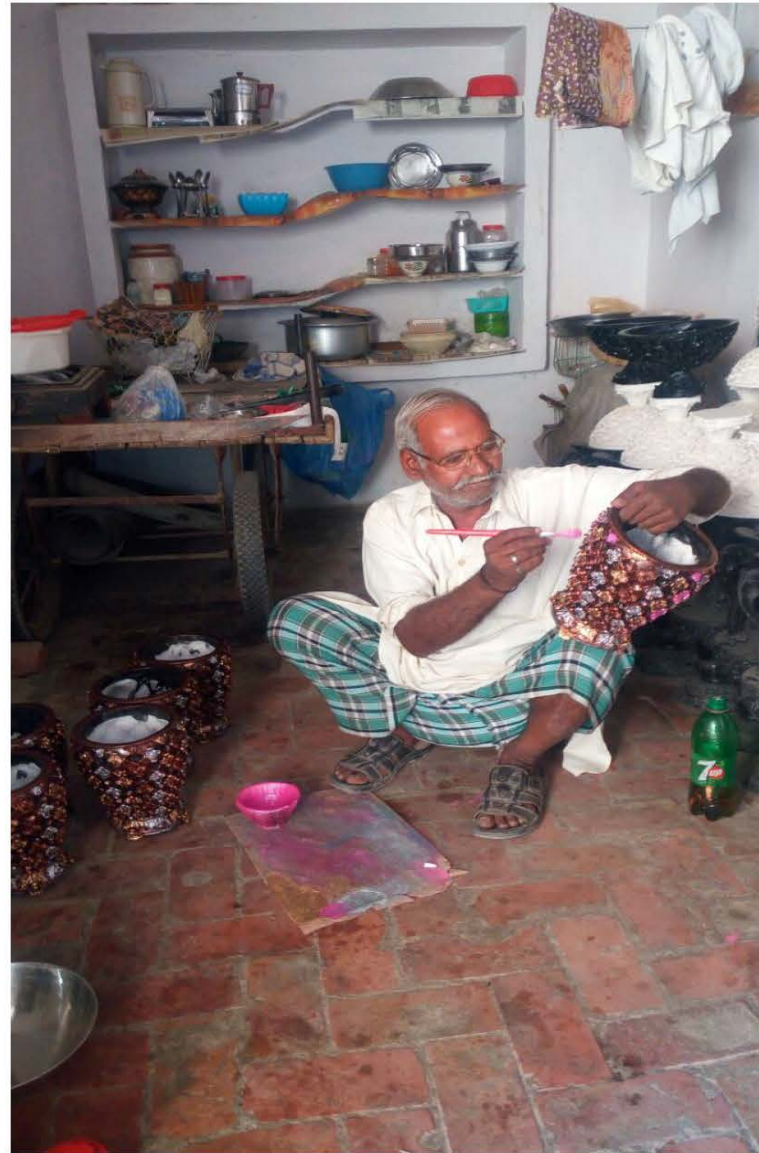
1. Mr. Ashiq Hussain
2. Mr. Pervez Bhatti

Sahiwal Division

1. Mr. Ghulam Yasin

Sargodha Division

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







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