# HomeBased Workers in Southeast Asia 🕆 Global Conference on Homebased Workers 8 -11 February 2015 Hotel Radisson Blu, Dwarka, New Delhi, India

# Situation of HBWs in SEA

Are the majority in Workforce

- Philippines :22.5 million or 75% of the total workforce

- Thailand : 26 millions or 65% of the 📪 total employed persons

• Are considered as workers, but still be 🖚 the 2<sup>nd</sup> class workers

# Situation of HBWs in SEA

Lack of equal access to labour
 protection law and policy

Iack of access to social protection

• Lack of rights to organized & bargain

 Lack of necessary support from gvt. : skill training, product development, marketing, revolving fund

 Poor in economic work condition and living conditions

# HNSEA : Cambodia, Indonesia, Laos, Philippines and Thailand 📬 HNSEA mechanism : 📥 - Regional Constitution - Regional committee 壽 - Sub-regional workshops, every year : 2010 on Disaster management 2012 on Fair Trade 2011, 2014 on OSH on Food security - Regional Assembly, every 4 years

# Homenet Cambodia

## Achievements:

- Organize 666 self employed, include HIV positive and people with disability
- Economic Empowerment
  - Visibility of HBWs and IFWs
- ➡● OSH program
  - Work with government and local authority



# Homenet Indonesia

- Achievements:
- Organized 4,000 women homeworkers
- Establishing HomeNet Indonesia as a network organization of homeworkers at the national level
  - Creating a model social protection for women homeworkers

 Capacity Building on economic alternative for homeworkers through women HBWs' school program, Vocational and skill training

Woman Homeworkers' School Program

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HBW Business Center's Program

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# Homenet Laos

- Achievements:
  - Organized 100 women HBWs
- Women saving group as a tool to organized and develop HBWs business
- Develop leadership of women HBWs

# Homenet Philippines

# Achievements:

- Organize 19,598 HBWs, 98% are women
- Obtain accreditation and avail of government programs.
- Participate in electoral politics and governance
  - Drafting Quezon City Informal Sector
    ordinance



# Founding Congress HOMENET PHILIPPINES 2011



# Homenet Thailand

### Achievements:

- Organize 6,000 IFWs : HBWs, street vendors,
  domestic workers, sub contract farmers.
  - Organization of IFWs, Network of IFWs registered as Assosiation in June 2013
  - Universal Health Care system, tax based
  - Specific article of Social Security Act that provide benefits for informal workers.
    - HWs Protection act that ensure minimum wage, safety and other rights
  - Recognized of HBWs and IFWs representatives in all national committees & bodies that work on IFWs





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# TOGETHER WE ACHIEVED

- Visibility of HBWs and other IFWs in the region
- MBO of HBWs in the region
- Good practice cases and learning process from each country specialization : fair trade, OSH, social protection, policy advocacy, sustainable livelihoods, food security, Gender etc.

# **TOGETHER WE ACHIEVED**

- Advocacy on workers protection and social protection in ASEAN by
  - -work with ILO on social protection floor
  - Input in Drafting Declaration of Social Protection in ASEAN
  - Participation in the ASEAN People's
    Forum 2014 in Myanmar with output as provision in the statement of Social Protection
  - participation in drafting the ASEAN Agreement on the rights of workers

🖡 • Country Briefs featuring studies on Homebased Workers in CAM, THAI and PHI prepared

Homener HOMEBASED WORKERS in CAMBODIA

### **ISSUES OF HBWS**

Invisibility Lack of Income Opportunities Pnom Penh and Siem Reap , Access to Market Unsafe housing, workplace & Environment Access to infrastructure & Utilities Health, Education & Social Protection Limited economic resources

stantial economic contribu Homebased workers in tions as they strive to lift themselves out of poverty, although largely invisible and they are not yet organized and voiceless, contribute a lot to recognized. Their problems as the local urban economy producers remain hidden, es-Available information reveals pecially from local government that they make all kinds of authorities who can easilyassist toys, bags, baskets, boxes, them based on what they say containers, jewelry, key rings, they need. Their potential to musical instruments, and wood reap greater gains not only carvings. They produce smock from the tourist but also from (fish, flowers, birds and other the export markets remains items made of palm leaves) to sell in markets and along temlargely untapped. They also sew pants, What are the current issues neckties, scarves, mats, and hammocks. Despite their subfaced by the mostly women

ples.

### **UNRECOGNIZED WORKERS VOICE OUT THEIR ISSUES AND HOPES**

homebased workers in Phnom Penh city and Siem Reap province, and which of these do they consider to be of top priority? How can local governments help?

Homene

SOUTH ASIA

Norm Sina of the Artisans Asso ciation of Cambodia conducted a study for the Inclusive Urban Planning (IUP) Project based on interviews with 109 HBWs (83 percent women) from Pnom Penh and Siem Reap.

### SITUATIONER

Homebased workers in Pnom Penh live everywhere in the city, which includes urban and peri-urban areas. Most of them are migrants from other parts of Cambodia, and among them are people with disability. In Pnom Penh, they are able to find employment, build their homes, send their children to school, develop new skills, and run small businesses. Homebased workers in Siem Reap are already born in this province. They are completely dependent on the tourist market, and their skills have been transferred from generation to generation to produce products for this market.

More than half (53 percent) of the HBWs interviewed are subcontracted, meaning they receive job orders on piece rate. About 38 percent are self-employed or own account, meaning that they produce products on their own and sell directly to the market.

Why are they engaged in homebased work? HBWs say they are poor and this is often the only option for them to earn an income for their families and improve their standard of living. (Almost half - 44 percent of the HBWs interviewed earn a monthly income between USD10 - USD40, and the

next biggest group -38 percent - get between USD50-USD80). They have control over their time and have a sense of independence - this is particularly true for the self-employed.

For women who are not supposed to work far away from their house because of their domestic obligations, homebased work gives them the best opportunity to take care of both their homes and their children while earning an income. Some have disability, are in poor health, or have no access to transportation so they cannot work outside of their own homes. Those with disability who are able to do homebased work are proud that they have dignity and can help themselves.

# Modules for Organizing Homebased Workers in Asia

This module covers

- **a** 1. Concepts of organizing
- **a** 2. Benefits of 3. organizing

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- Strategies for organizing
- **4**. Leadership and Capacity building
- 5. Experiences from other local and international organizations



# News magazines

Food Security



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# Case Stories and Good Practices

### Mayeng's Journey

HOMENET

run and operate their own bu Initiatives in organizing homebased women and informal workdertakings. The microfinance Infusives in organizing noneoused women and unormai work-ers in urban areas are a new initiative adopted by PATAMABA Re-gion 6 which are deeply rooted in PATAMABA's experiences and follows the integrated/credit proach and emphasizes saving group o warks are usepty rooted in PATAMABA'S experiences and programs in the rural areas. Going back from the time when tion. An equally important co programs in the rural areas. Going back from the time when PATAMABA Region 6 has done intensive organizing, networking training and capacity building for their members in 1992, valuable awareness raising on gender reproductive health, commu treading and capacity building for their memoers in 1996, vanable results have transpired in terms of getting more informal and women homebased workers organized.

Projects funded by the PATAMABA is the first national organization of homeworkers, processing, services, const livestock-and poultry-raising

PATAMAMA is the first unions organization of inconseconserving which later expanded to include other informal workers, that was established and provided the face and the voice for the thousands of ity of the program's borrow enablished and provided the face and the voice for the unon-man or unrecognized and neglected homebased workers and other informat ket vendors who greatly a unrecognized and neglected homeoased workers and other mitormat workers. To date, PATAMABA has about 17,000 members with gram. Some beneficiaries workers. 10 case, rA1AMADA nas about 17,000 members with more than 9,500 urban HBWs and other informal workers in 28 more main y\_000 invest ratives and other national workers in 26 cities in 15 provinces and nine regions. Its rural and urban chapters, workers . eites in 15 provinces and time regions. Its rural and aroun chapters, 101 in all, are engaged in social enterprises, networking with and participation in local government bodiers, community housing, train-ing cum production, social protection, gender advocacy, OSH, food Looking Back ... Fifteen years of working

and health services.

THE OTHER

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Support and Recognition from Government Agencies

Successful outcomes of projects gained the interest of govern-ment agencies and offices and financial and technical support for the forts togenits bers through their say relationships with the the city's environme cling. An ongoing production of bags,

activities of PATAMABA Region 6. In 2003 PATAMABA Region 6 was able to get funding from

In 2023 PATAMADA Region o was able to get humaning norm TSDA to implement the pilot project for community-based training for economic empowerment in Region VL TESDA provided the municipal govern for economic empowerment in Kegion VL TESIA provide me mount of Php 670,000 for a food-processing training cum produc-tion project where more than a hundred members (45 from Sta Barwhich provided the training and sewi tion project where more than a hundred members (45 from 5ta Bar-bara,30 in Antique, 30 in Carles, and 25 in Molo) mostly women bara,30 in Antiopae, 30 in Carles, and 25 in Molio) monthly women indicipated in. Out of this grant, the group was able to aver come replay2000 which they use or capital for their Archenology (DOST) also previded family of the second of Science and Technology (DOST) also previded family of the second of the second factors and the second reads to a schedule to be an factors and the second reads to a schedule to tension. The group engage terials, washers semblers and sew less than a year it group had alreat approximately as freezers and meat grinder in addition to training.

Because of PATAMABA's success, it also gained recognition and scretcharling from other government bodies. In 2005, the Depart-nets of Linkow and Employment (DOLE) gave the group 'Hp40,225 to brain the youth in handscraft; making.

In 2006, the Foundation for a Sustainable Society (FSSI), a in 2000, use rounization for a Sustainable 200497 (rSSI), actual investment organization committed to support social enter-prises, gave PATAMADA Region 6 a grant amounting to half a mithonves, gave 17A 1AMADA Region 6 a grant enounting to bait a mu-lion Person where P50,000 was used to conduct training on Accounttion Person where P50,000 was used to conduct training on Account ing for Non-Accountains to enable the group to become financially literate. The other P450,000 beefed up the MFP finals which curnterate. The other PASO,000 beeted up the sarry inners where car-rently amount to P1.6M after getting an additional Php400,000 in

Good practices of Homebased Series 2003-001 December 2018 Craftsman as a Social Protection Advocate aside from the earnings from int vided the required capital for th than 500 member-borrowers. Th

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fionkid Duarg-ogen, skilled brass handies producer in Bangkok, migrated Even Angeleo Bang Nam Prian in 1954. Formesty angeged in Samping in lad to team new shifts in goldenith, allowness and values cents made from beau and cooper. The group he

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belonged to true original ly comprised of the familian who migrided from Amplice Bang Nam Prine and worked as goldanith workers in a gold factory in Pangitok. The two families increased to about a bandred and nost were producing various cents and jeweity bens from not true producing vehicus cieffs and precey bean how gold, allow, copper and beam. This laws became a traditional bandiaraft activity among the segment families. In 1995, a cor-ter for are and confix was established in Charachait when arti-stand produces made of copper, allow and heas was promotof Unde Soudid, as he is called, unceasingly continued his centre and imporving its quality to mit market desund. His products consisting of spoors, bangins, and various cost bases are usually acid in tode fairs, but are and exhibits showusing products of other homeband workers.

Somblid has been recognized and respected as a inscheof househoused workson in Rangkok. Simultid's strong leadenship qualities enabled him to influence groups of influence based workers to advocate for their rights to gain visibility and votice as well as to put across their issues and concerns report-ing access to encial protection benefits . He has largely been active instructory work of Humaner Theiland on recented safety and healtheoride instane which started in 2001. He par ticipated in variant activities such as inalership, organiting and shifts training, action in bazard control, influencing change in behaviors of HEWs and policy advecasty to include COH in regular health services. He has been out to various training orialoge locally and shroad on leadership and skills develop ment. Somild is part of the group advocating for and develop-ing (SSR models in coordination with the National Health and Rafley Office. The National Security Act of 2003 was the first to provide universal headth cars coverage for all Thei people. However Theiland is continuing its advecancy efforts for the National Health Security System in terms of occupational safe ty and health. It also has a strong representation in the National Policy Consultate in the person of Speelid who also as committee member. Orgoing initiatives include advocating for

also serves to r supply. This activity the municipality's waste disposal management program and converts reusable and recyclable materials into good use aside from providing additional ble materials into good use asize nous provining automation income to the good. Each actor in the production process coop-erates with one another and has high regard to every member's

### in THAILAND

LEADERSHIP PROFILES

National Health Secontry System where access to the local health secontry find is intended for workers and children, older persone, people with diability, people with high-rist accept-tions and patients with davies diseases. Second is very woral in promoting workers' rights. A well-suspected lander in his group and community, he man to it that all workers like him are mirolled in the welfare program of Honsenst Thailand. Whenever he is such to a unising or confirmant, he sees to it that he is able to share whatever learning he obtained with his follow group mand-are

SOLDARITY GROUP in Banglon, Bangloit,

Manop Knowpaka, a 32 year old antopring lashe the worked as a generat arms for twenty years, emerged as a lasher of the foldering Geoge organized and another as a group of motion who was laid off and lost their jobs after the factory closed down. Having the recessary stills, 

he convinced them to or-gasize what is now called the Suildarity Group in Rangton. They get job orden from a big factory in Rangitok ongaged in pro-ducing Talarts for export. As a leader of the factory that closed down, Manap

led the protest domanding that the factory owner pay their wagas associating to 15 million built for 1,000 workers. But the three-mostly protect was not excessful. This factor modivated Manop to arganize the laid-off workars and an up their own factory where everybody will dars in the profit of their subjets.

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### Starting their own production shop was diff-

init especially because there were not enough funds for opentions. When the shop started, Manop had to become finds from a hank amounting to 700,000 Rate which was complemented by a lose of \$00,000 Baht from a filend. This amount was used to perchase 25 articles eachings and start a small factory in 2004. At present he resile a factory space and has 15 members, 11 transes and 4 men, in his group. The lattid years were pain-taking with no regular job orders and most of the time, the mewars idle. They fad to get work and each marker only got 4,500 Raid per month. They needed to enjoy the 1.5 million Sals loan for No years. Due to his persistence and his good intentions, and because of some promotions about his intention to help displaced factory workers, an owner of a big factory in aging named American Great Rody became interested to



### December 2013

### SELF-HELP WOMEN IN SEN SOK

Vong Saven zathered 15 wome one afternoon in the space under neath her house in Sok Sen and tried making various novelty items from recycled colored magazine paper and plastics. The group was organized way back in 2007 by the Scaro Organization which taught them skills in sewing. After the project ended, Artisans Association of Cambodia (AAC) through the Inclusive Urban Planning (IUP) project came in, con

tinued organizing and conducting capacity building activities for the women, and encouraged them to join trade fair exhibits. The group has now split into three. Currently, there are two groups engaged in making products from recycled materials - one they call the Recycling group comprised of 11 women and the other they call Women Solidarity Group. Another group called Women Prosperity Group of 33 women HBWs is engaged in making baskets from dried grass materials. A smaller group used to produce Tang Moon Cake or the Cambo-dian Women Dessert which they sell locally.

Vong Saven, the 47 years old leader, was born in Koh Prak village, Koh Tatem district, Kongpong Siem commune in Kompong Cham province. They were reset-tled in Sen Sok 5 Village, Sangkat Khmuonh, Khan Sen Sok when their house in Bodinh, an area located in the middle of Phnom Penh city, was razed to the ground by a huge fire. The government provided a small piece of land and relocated them to Sangkat Khmuonh at the outskirts of the city. During their initial years in their new house. Saven said that she faced many difficulties because she lost everything from the fire. The family at first had difficulty in adjusting to their new area which is remote and with no existing infrastructure like running water, residential facilities, road, school, market, and hospital. Furthermore, she and her husband also lost their jobs as goldsmiths.

For the family to survive, she tried several options to earn a living. In 2007, she got involved with a self-help group which was funded by SCARO, an organization which worked on producing recycled products in Sen Sok village. They trained her with many courses on how to transform agarbage to products like recycled pa-

### LEADERSHIP PROFILES in **CAMBODIA**

per bead necklaces, bangles, earrings, and other small accessories. After the training, SCARO gave her regular orders. She was able to train a few of her neighbors who were also looking for work. Unfortunately, the project of SCARO was finished by the end of 2009. The group then experienced difficulties because they did not know how to sell nor where to sell their products because they completely depended on SCARO in terms of market for their products.

Vong Saven lives with her husband and her three children (one son and two daughters). Her husband works as a taxi driver. Her eldest son works for a company; her elder daughter is studying and working at the same time while her younger daughter is still studying. As the group leader, she is still working as a homebased worker producing recycled paper bead jewelry and gift items using new designs which she teaches her group members. For Saven, besides doing house work and looking after children, homebased work is her main income-earning job to support her family.

When asked why and what made them stick with the group, her members unanimously agreed that as individuals they find it more difficult to earn and look for markets for their products. Products are seasonal and Vong Saven tries to sell to friends in the city who help them promote their products for weddings and festivities. The months from September to February are peak sea-sons while March to August are lean months. The women only get paid when their products are sold. Whatever they produce during a certain period is submitted to their leader who notes it down to facilitate payment which is on a piece rate basis. Raw materials are gathered from the market and from neighboring junk shops. These include aluminum tabs from softdrink cans which are used for making coasters out of crocheted plastics.

Vong Saven is an inspiration to jobless women in the community. She is a role model in the community and repeatedly shares how she

became better off and was able to support and send her children to school -and even buy them their needs. Her son wanted to buy a bicycle and she motivated him to appreciate and help her in the recycled beads



# Thematic Reports

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### AROSS Declaration 2013 - Reclaiming our Future, Restoring the People's Dignity

As social problems rage across Asia with pov- tions. It is against this backdrop that the labor and social movement are demanding the ety previous rugs arous cost with pre-ety previous so machine with an arous cost of the 4<sup>o</sup> Asian Remethalic ety (result) and (re-anis) and

workers continue to be trapped in precarious goes bey work arrangements and hostile working condi-



### OSH for HOMEBASED WORKERS

Recoluced workers, by the very nature of their work and context, are informal work ers. Having no formal amployer-amployees relationships, informal workers thrive under conditions of high manupleyment, undersupprysent, powerly, goods inequality and precedent work.

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A failwegloual Pleasing Workshop mas initiated by Himmont Southeast Asia (SDIEA) is coordination with the AMRC is Rangkok on March 18 to 20, 2014 to cnow up with a three-year subregional program on occupa-tional safety and health for inconhered

dame. Institutions responsible for samaging and delivering compensation and social ANRONY is an AMRC- initiated unique network, which primarily con-sists of victims' groups, inbour NGCs, tade mices, labor researches and individual labour activity. It is work-ing for the Occupational Safety and Health (2018) rights of victims and

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Food Security and Sustainable Livelihoods

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FAIR TRADE for HOMEBASED WO

# What would HNSEA like to achieve in the next 5 years

- Laws & policies at national level to protect the rights of HBWs & other IFWs.
- Continuing Advocacy for the Rights of HBWs and Other IFWs, decent work & social protection

• Capacity development of second liner leaders through training & exchanged program.

# What would HNSEA like to achieve in the next 5 years

• Economic Empowerment : product development & marketing of HBWs's products

- OSH of HBWs work on the ground and policy level
- Expand more members : Myanmar, Vietnam, Malaysia etc.
  - Accredit with ASEAN

• Established ASEAN standard on labour protection & social protection.