

# Making home-based work environments safer, healthier, and productive. Experiences and insights from MHT's work



## BACKGROUND

Home-based work represents a significant share of urban employment in India. Between 2017 and 2018, it was estimated that 418.5 lakhs (41.85 million) people or 9.1% of people employed were home-based workers of which women comprised about 39.4% of workers in urban areas (WIEGO, 2020). Home-based workers produce goods and services through remunerative work ranging from *agarbatti* (incense stick) rolling and packing, to tailoring and cooking or catering in their own homes or adjacent grounds or premises for domestic or global markets. Homes are also used as work or storage spaces for groups of workers who work mainly outside the home, including street vendors, waste pickers, and small entrepreneurs. These homes-cum-workplaces are located in large slums and informal settlements, and sometimes in public housing complexes. The housing units in slums are very small, crowded with inadequate natural light and ventilation, with no or limited access to water and sanitation, and poor construction quality. The poor quality of habitat has a direct bearing on the health, safety, and productivity of home-based workers.

## CHALLENGES OF HOMES DOUBLING AS WORKPLACES

Home-based workers face extreme difficulty in tight and cramped living spaces when their homes double as workplaces. With no clear divide between the living and working space, they often experience reduced productivity as household chores overlap with livelihood activities. They don't have adequate space to store the raw materials or their finished products which handicaps them from undertaking bulk orders. They constantly reorganize their work equipment and house furniture to accommodate their livelihood and household activities at different times of the day. The quality of housing is inadequate, leading to leakage and floods during monsoon making it impossible to work in and store their products. They live in unhygienic living environments prone to dust, dirt, and insects. Additionally, many homes lack the required amount of natural light and ventilation severely compromising the health of their inhabitants. Many residents also use chemicals or produce excess smoke for their products, adding additional stress to their health as well as their families' health. Home-based workers do not have access to well-designed or ergonomically efficient equipment and utilize low levels of technology

that affect their health. Many constantly complain about backaches, sprained legs, and body pain due to improper working postures and surroundings. Such living environments that give rise to occupational health hazards pose a health and financial burden on the residents.

Home-based workers are often exploited as a result of their "informal" nature, leading to irregular work orders, low wages, and overdue payments. The home-based work sector is also volatile; often fluctuating based on wider economic trends, making their already minimal earnings more erratic. The non-wage costs of production (equipment, workplace, utilities) that they often have to bear further cuts into their income. Due to the lack of even basic infrastructure services like water and electricity, slum residents resort to illegal connections and often pay exorbitant amounts for them. Women, as primary caregivers in many families, face the brunt of the absence of services as they travel long distances and spend hours trying to avail water and sanitation facilities for their household. This eats into their productive working hours. Furthermore workers pay a considerable amount of their earnings as rent and yet rely on the landlords' permission to undertake their home-based work. In the absence of technical assistance and collateral, they have poor access to credit, housing loans, and formal channels of finance. This deprives them of the opportunity to secure ownership of their living and workplace. Many live in the constant fear of eviction and displacement. Home-based workers who get displaced find it difficult to make new connections to find work and raw materials.

Home-based workers are more directly affected than other workers by government policies and practices that guide housing, development and availability of basic infrastructure like water, sanitation, electricity and transport. Informal settlements with large concentrations of home-based workers thus need serious policy interventions and infrastructure improvements to ensure that they have adequate provisioning of shelter and services. Home-based workers also need a greater voice and agency to engage with and influence key city-level decision-making processes and address habitat issues in their own communities.

## Challenges of home doubling as workplace; Insights from literature review

### Lack of adequate living and working space

**6.92 sqm**

average per capita space consumption in a slum household (Ahmad, 2015)

### Poor quality construction of informal settlements

**5.5 lakhs**

slum households live in structurally bad and dilapidated dwelling units (Gol, 2015)

### Lack of access to basic infrastructure services

**2 hours**

lost each day in collecting water when not available within premises (WIEGO, 2010)

### Inadequate light, ventilation, and thermal comfort

**2%**

Loss in productivity for every degree rise above 25° C of indoor temperature (Vellingiri et al., 2020)

### Inefficient sources of lighting

**18+ hours**

average usage of artificial lights in slum households (Debnath et al., 2017)

### Lack of tenure security and mortgageable title

**11.3 mn**

people across India face potential threat of eviction or relocation (Housing and Land Rights Network, 2019)

### Home-based businesses are small and use energy inefficiently

**40%**

of monthly energy consumption is towards livelihoods (Mahila Housing SEWA Trust)

### Limited mobility and access to jobs and markets

**<1%**

average trip rates of women in urban India, much lower than that of all men (Mahadevia, D., 2015)

### Home-based work is legally disincentivized through restrictive zoning regulations

**12%**

of urban workers are stigmatized as informal and subjected to socioeconomic exclusion (Nohn, M., 2011)

### Impact of COVID-19 on home-based workers

**30-40%**

fall in the income of women home-based workers in April 2021 (Mahila Housing SEWA Trust, 2021)

## ABOUT THE DOCUMENTATION

WIEGO spearheaded this documentation of Mahila Housing Sewa Trust (MHT's) work under their "**Urban Policies Program**", that aims to shape urban policy debates and government practices and increase the visibility of informal workers, their issues and contributions. One of the objectives of the program is to identify and disseminate promising examples of effective advocacy and interventions in service delivery and urban planning processes that have resulted in improvements in habitats and livelihoods of home-based workers.

The Mahila Housing SEWA Trust (MHT), set up in 1994, grew from SEWA's work with the women engaged in the informal economy, in response to their growing demand for better infrastructure facilities and secure home, which is also their productive asset and workplace. MHT started providing technical and financial assistance, legal knowledge, and training for women home-based workers to access public services and upgrade their homes. Through its grassroots programs in habitat development, climate change resilience, and participatory governance, MHT empowers women from low-income communities to exercise their rights and collectively bargain for improved living and working environments. This document draws from MHT's twenty-five years of experience with local communities, governing bodies, and various planning and design experts, to capture key insights from their work and lay the way forward for future interventions and advocacy efforts to integrate home-based workers into urban policies and improvement programs. This document is conceived as a way to facilitate engagement with networks and organizations of home-based workers, architects, urban designers, planners, and other technical experts who are working or wish to work on this topic.

## DOCUMENTATION METHODOLOGY AND FRAMEWORK

The goal for this documentation was to capture and present an in-depth investigation of MHT's interventions at various scales from individual households and communities to advocacy around city plans and policies towards "making home-based work environments safer, healthier and productive." The investigation started with literature reviews to gather and synthesize existing knowledge and outline

key issues of women home-based workers from low-income communities in India. This was supported by a thorough review of MHT's work in the past twenty-five years highlighting MHT's interventions across multiple sectors (Annexure 1 presents the annotated bibliography of all reviewed documents). Building on this review and initial interactions with the MHT team and home-based workers, a three-pronged framework was developed to organize insights from MHT's vast and diverse portfolio, cutting across multiple sectors and scales.

The framework posits three interlinked strategies:

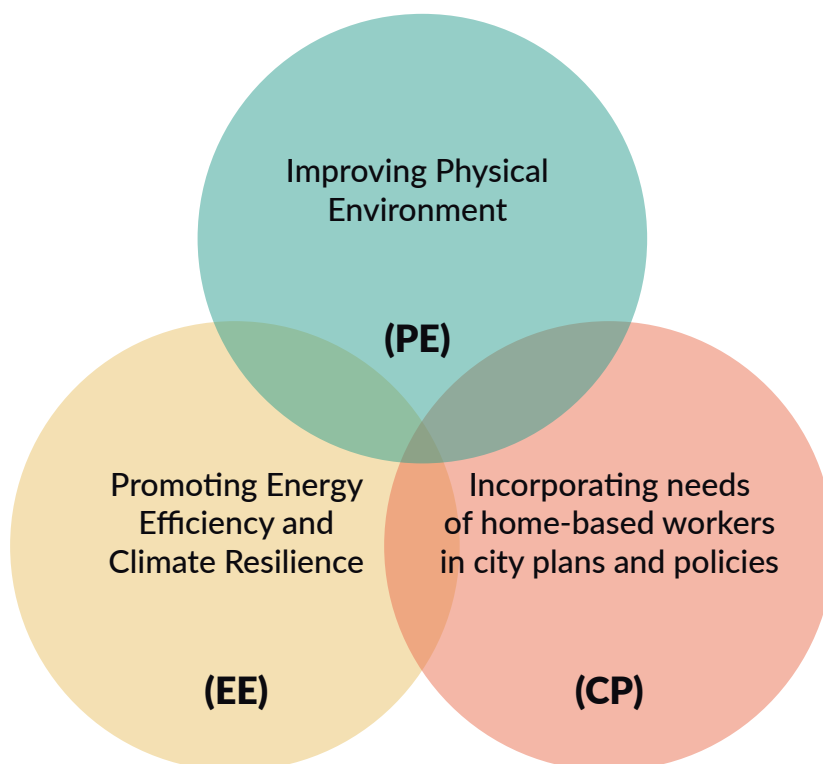
1. Improving the physical environment,
2. Promoting energy efficiency and climate resilience, and
3. Incorporating the needs of the home-based workers in city plans and policies, that MHT employs to make home-based environments safer, healthier, and more productive.

Guided by this framework, specific data and experiences were captured through telephonic and video interviews with home-based workers and MHT's program teams, supported with site visits (Annexure 2 gives details of the interviews conducted during this documentation).

The final documentation outcome is in the form of eight thematic briefs categorized under the three broad strategies (Illustration 1). The thematic briefs are supported by two cross-sectoral case study briefs that showcase MHT's sustained efforts with low-income communities over a long period of time enabling their incremental progress. Each brief elaborates on three components: Context, MHT's approach (supported by illustrations and case studies), and Learning and direction of further advocacy (Illustrated on pages 6-7). The briefs come together to collectively represent MHT's diverse interventions, as well as work independently as an effective advocacy tool to engage with different actors and service providers across multiple sectors.

This documentation was carried out amidst the COVID-19 pandemic, during which MHT's regular programs slowed down and face-to-face interactions and field visits had to be limited. MHT's focus was on mobilizing resources and carrying out extensive relief work with the support of community leaders. In this context, an additional thematic brief was added capturing MHT's emergency relief strategy specific to their COVID-19 pandemic response in slum settlements.

**Illustration 1: Documentation framework: A three-pronged strategy for improving home-based work environments**



**PE1** Optimize and expand living and working space through efficient layout, design, and incremental upgrade

**CP1** Influence design and processes of slum redevelopment and public housing projects

**EE1** Enable access to legal electricity and affordable green energy solutions

**PE2** Improve access to individual water and sanitation

**CP2** Improve women's mobility and their access to jobs and markets

**EE2** Promote innovations to improve light, ventilation and thermal comfort

**PE3** Secure land and property rights for women home-based workers

**CP3** Amplify voices of home-based workers in city-level urban planning and governance processes

**ER** Emergency relief in crisis and disaster situations; COVID-19 relief

**CS1** A house of her dreams: Story of Meena Soni from Vishwas Nagar, Ahmedabad

**CS2** Rebuilding a home – and a life: Story of Zarinaben from Sawda Ghevra resettlement colony, Delhi

# Physical Environment (PE): Brief 1



**Physical Environment (PE): Brief 1**  
Making home-based work environments safer, healthier and productive. Experiences and insights from MIT's work.

**PE1**

**Optimize and expand living and working space through efficient layout, design, and incremental upgradation**

**CONTEXT**

Lack of adequate living and working space is one of the key challenges for home-based workers, especially for those residing in slums and informal settlements. In Ahmedabad, for example, more than 70% dwelling units in slums are less than 25 sq m in size (Mahila Housing SEVAK Trust, 2008, 46). On average, an urban slum dwelling unit size in Dhule, Mumbai is 12 sq m (Gulavani, 2002), with just 8.3 sq m average per capita space consumption (Achar, 2016).

44% of slum households in India only have one room (Dr. Chandanand C., 2021) and the congested area serves both as the family's living space and the workspace. A small house affects the earning capacity of home-based workers since they cannot take orders due to limited storage space. Inadequate and lack of defined work and storage areas for goods also hampers the quality of finished products. Without clear demarcation of living space and workspace, home-based workers, especially women, are often interrupted with domestic chores during work hours, which go unaccommodated. The limited physical space forces them to rearrange and adjust furniture simultaneously. Home-based workers make do without the required tools and machinery to accommodate their work in their tiny dwelling units, which have a direct bearing on their output and income. This absence of ergonomic considerations also results in occupational health issues such as backaches, elbow aches, leg pains, and eye strain.

In the case of home-based work where women have to work in groups, the work spills out to the outdoor

areas. Women utilize alleys (front porch) or the streets in front of their houses to gather and work. However, during extreme heat and monsoons, there is a lack of workspace for women working in groups. Vehicular traffic and people's movement in these lanes often cause disruptions in work.

Statistics suggest that up to 42% of slum houses have more than three people per room (Ahmedabad, 2015, 207-212), which adds to the challenges due to the competing needs for space by other family members and their activities. The absence of the distinction between living and workspace extends the ill-effects of home-based trade, such as noise, dust, and other harmful elements, to the family members. Badly designed and potentially slum houses further add to the workers' insecurity and vulnerability. More than 5 lakh urban slum households in India continue to live in dilapidated conditions (Government of India, 2015, 39). With 40% of slum households living in katchis or semi-permanent temporary huts without a permanent roof houses (Government of India, Ministry of Statistics and Programme Implementation, National Statistical Organization, 2014, 11), the poor quality of the physical environment continues to be a crucial concern for home-based workers. These homes lack strength and stability owing to the use of poor construction materials, inefficient design, and layout. They are characterized by heat-induced and leaky roofs with weak wall structures that cannot sustain harsh weather or natural calamities. Hard unarmen floors or the absence of flooring, make the work environment inconvenient, bringing in dust, dirt, and

insects and making their homes prone to flooding. During monsoons, damaged walls, leaky roofs, and flooding force these women to suspend their livelihood activities for three to four months.

The absence of land tenure and frequent threats of evictions discourages them from investing in home improvement and upgradation. Due to lack of collateral and cleared land titles, they are often categorized as 'unbankable' and excluded from formal banking finance. However, these slum households also lack the technical expertise to make more efficient use of the limited space available and to upgrade to incrementally upgrade homes using affordable, durable, and effective material, and technology for the construction, incorporating the needs of the home-based work.

**MIT'S APPROACH**

Of every ten houses constructed in India, seven are constructed by the people themselves, two by the government, and one by the private sector (Mahila Housing SEVAK Trust et al., 2016). A majority of the poor prefer to construct and improve their homes incrementally with the help of local contractor and locally sourced materials. Mahila Housing SEVAK Trust (MHT), in partnership with design researchers, architects, and product innovators, supports self-constructed, incremental housing by providing financial, technical, and design assistance. They help develop layouts that are simple, cost-effective, structurally safe and can be easily upgraded.

MHT has helped thousands of households improve and upgrade their homes through multiple models of intervention, including linking households to government subsidies for 'beneficiary-led construction', extending credit and design advice for incremental housing, and is constantly engaged with in-city slum up gradation.

**Documenting and addressing storage and space optimization challenges**

With extremely limited floor space in slum houses, the challenge of storage is two-fold. Firstly, the stored raw materials and finished goods are highly prone to damage due to natural elements like flooding and infestation of insects and rodents. Secondly, the goods that require storage occupy valuable space within the house. This is often the case for the family to sit, work and relax.

MHT has commissioned the documentation and study of home-based habitats for solving the storage challenges associated with specific trades. The first study, conducted in 2010 in partnership with students from an Australian University, aimed at providing simple solutions for women working as kite makers, apparel (saree-cloth) rollers, and rag workers. The solutions were centered around optimizing the strength of the wall and the roof for storage and thus saving usable floor space (B1). The second study was conducted in 2018 with students from IIT Bombay specializing in furniture design to assess the storage needs of households involved in the occupation of paper fibre of Indian street food making. The proposed interventions include lightweight and movable storage to accommodate the needs of the livelihood.

To demonstrate the applicability of these interventions, MHT assisted one family with upgrading the entire house with defined spatial planning to demarcate and segregate living and work areas (B1, 3).


**Providing design support for incremental upgradation**

MHT supports and guides households in slum settlements by demonstrating how with constrained land and resources they can gradually augment their living space while improving their lifestyle over time (B1, 3). Anecdotal evidence from MHT's twenty-five years of experience in Ahmedabad suggests that low-income households saved as high as INR 5.7 lakhs (USD 4,730-4,425) over a period of ten years to incrementally upgrade their housing units. But because

**B1**

**Addressing storage issues for kite making households**  
Rahbad, Ahmedabad

In the Salayad settlement in Rahbad, the majority of households are engaged in kite making. This home-based work requires women to work in groups of five to six. Owing to water leaking into the house and space constraints, women home-based workers are unable to work for three to four months during monsoons. Moreover, due to inadequate storage space, goods are stored in the left or on the roof. This is undesirable for a product as fragile as a kite. They lose their quality and rigidity when exposed to outdoor moisture. The majority of houses are characterized by GI sheet roofs and a low volume of space, with the roof being as low as 1.8 m from the floor level. They are also characterized by poor indoor ventilation and daylight. This results in unfavorable work environments for women working in groups for long hours in a day. For residents living as rental tenants or residing in apartments, they can't retrofit their work environments for greater storage or increased storage. MHT partnered with design students to address the storage inadequacy with three options. The walls are optimized for increased storage by using angle sections screwed to the wall. The angle sections are interwoven with threads to hold kites in place, all the while conforming to fire safety (Illustration 1). Another option proposed hanging kites from the roof to hold crates nailed together. This creates a suspended platform that acts as a shelf for storing kites (Illustration 2). A third option was worked out using a cane mat or cloth stretched across a stick. With hooks on one end, the stick can be folded for storing kites and as a partition when needed.



# Case Study (CS): Brief 1



**Case Study (CS): Brief 1**  
Making home-based work environments safer, healthier and productive. Experiences and insights from MIT's work.

**CS1**

**A house of her dreams**  
Meena Soni, Vishvas Nagar in Odhav, Ahmedabad

**About Meenaben**

Meenaben is a home-based writer who tailors dresses and cloth bags on a concrete basis. She is a resident of Vishvas Nagar Chawl in Ahmedabad where she lives with her husband, son, and daughter. Her husband runs a small provision store in their locality and her son contributes to the household income through his part-time job. Their combined family income of INR 15,000-16,000 (USD 205-215) helps them access reliable services and satisfy the daily needs of the family. Over the years, Meenaben has strived to bring significant changes to her house and her community from the right and inadequate houses with limited services, which was not conducive for productive livelihood and household activities. She has come a long way. Today, she is a proud owner of a three-room house (borewell house, with the required space for her growing children and their needs. Her income has

also increased as she can take bulk orders and safely store her raw materials and stitched clothes.

With time, she has also grown as a community leader, garnering the trust of other women by advocating for community services and helping with their home improvements. Meenaben's personal growth goes hand-in-hand with Vishvas Nagar's development into a safe, happy and thriving community. As a leader and part of the local Community Action Group (CAG), she gives a voice to the community's concerns and pushes for tangible action on the ground. She also works with Mahila Housing SEVAK Trust (MHT) to build awareness about innovative and sustainable technologies for home improvements.

**The beginnings**

In 1997, Meenaben purchased a semi-pucca (without a permanent roof) house in Vishvas Nagar with the assistance of INR 40,000 (USD 538) from her father. She used to work as a garment worker in a nearby factory, earning about INR 10 (USD 0.13) per piece for stitching. Her family income amounted to only between INR 2,000-4,000 (USD 25-50) per month, which compelled her to bring work home regularly with the intention to earn more.

Meenaben and her family regularly suffered from health and livelihood consequences because of limited space and poor air circulation and daylight in her house. The most distressful consequence was indoor air during summers and was prone to rainwater leakage. She faced maximum losses during monsoon due to the increased risk of damage to her materials. She could not bring extra work home, fearing damage and subsequent eye cures. Moreover, with only a single door and window, her house was poorly ventilated. It further aggravated her husband's long distance and due major portions of her household income. Many

families in Vishvas Nagar experienced the same plight of cramped houses, inadequate services, indoor air pollution, and the lack of indoor daylight. Women home-based workers constantly faced the unavoidable challenges associated with poor habitat conditions. Before the residents had legal water connection and savings through the Slum Networking Program (SNP), women traveled every day to collect water, spending more than INR 100 (USD 1.30) per month. Families relied on kerosene lamps or illegal electricity connections and frequently incurred costs up to INR 250 (USD 3.25) per month. These costs to all of even the basic services constituted about 12% of Meenaben's monthly income. Moreover, with about toilets, open defecation created an unhygienic environment. Meenaben still recollects how residents from other neighborhoods hesitated to visit their community due to the foul smell and its unsightly appearance.

**Making room for work and living**

To overcome the hardships faced with the poor habitat conditions, Meenaben started investing in

improving her home in 2001. She extended her one-room house to accommodate both household and livelihood activities separately. She added a storeroom (3 m x 2.5 m), kitchen (3 m x 2.5 m), living room (3 m x 2.5 m), individual toilet, and attached the walls for less than INR 30,000 (USD 395). She now had a dedicated workspace for stitching where she could work continuously without any arrangements to accommodate her household activities.

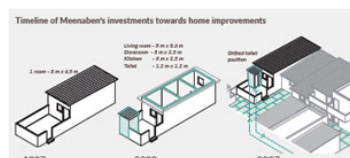
Meenaben remarkably benefited from the addition of storage space for her goods. She also started working completely from home and coordinated with her employer to collect raw materials and deliver the finished products. With the improvements boosting her home-run business, Meenaben even earned a substantial increase in her savings and savings.

**Getting access to clean water and sanitation**

In 2006, Meenaben attended a meeting by MHT aimed to spread awareness about the SNP. The scheme provided reliable water connections, paved roads, sewer lines, and individual household toilets to the

residents of Vishvas Nagar. Meenaben recalls how their initial caution about MHT's intentions changed to an assurance that they could help improve the community's well-being. She joined other women in Vishvas Nagar and encouraged families to contribute INR 2,500 (USD 33) to ensure the scheme. The families who faced difficulty in meeting fund support in MHT and SEVAK bank for financial assistance. Soon, a CAG was formed and Meenaben emerged as a leader to give the program the momentum it needed. Initially, the CAG members faced challenges in enabling the community to access clean water and sanitation infrastructure. Meenaben claims the SNP had a significant impact on her livelihood and overall well-being. Her neighborhood was now clean, well-maintained, and welcoming. She could buy and make a life there. In 2014, she took a loan of INR 40,000 (USD 538) from MHT to buy a second-hand grocery store in the same neighborhood which supplemented her daily income from home-based work. She also set up an Anganwadi (school center) at her house to engage children from her community.

**Timeline of Meenaben's investments towards home improvements**



**1997** Meenaben purchased a single room semi-pucca house for INR 40,000 (USD 538).

**2001** Meenaben added a storeroom, kitchen, living room, and a toilet for less than INR 30,000 (USD 395). She also constructed an underground water tank for INR 2,500 (USD 34).

**2006** With MHT's assistance, Meenaben reconstructed the toilet as per norms for the Slum Networking Program (SNP). She also installed water connections and drainage at the cost of INR 2,500 (USD 34).

**2007** She took the role of a community leader 'vishvini'.

**2012** Meenaben took a loan of INR 27,000 (USD 348) from MHT and installed borewell.

**2019** Under MHT's pilot projects, she installed solar panels amounting to monthly savings of INR 370 (USD 5). MHT also replaced her Moduroof with improvements.

**2020** Meenaben improved her existing toilet by re-constructing a toilet-cum-bathroom unit for INR 55,000 (USD 704).

**Future** She applies to expand the house to the first floor.

Meenaben hopes to give up a community leader and help uplift women's livelihoods in Vishvas Nagar.

## THEMATIC BRIEF OUTLINE

### Context

The context gives a concise background to the situation of home-based workers in India, pertaining to the specific issues discussed in the brief. It highlights the challenges that workers face and gives an insight into the measures in place to combat them. By addressing the gaps that impede the home-based workers to access measures in the status-quo, the context establishes the need for MHT to intervene and provide holistic, long-term solutions.

### MHT's approach

This section outlines the areas of MHT's intervention across varying scales, locations, and sectors. It describes MHT's work with the community, government bodies at all levels, private sector agencies, and service providers to minimize the challenges discussed in the context. This section underscores MHT's role as an agency for change in the particular thematic area presented in each brief.

### Box and Illustrations

The box supports MHT's approach through case studies to demonstrate how MHT's intervention has benefited home-based workers and their communities. The case study boxes provide a personal narrative and description of the struggles of home-based workers and the impact of MHT's support for better physical environments and participation in local and city-level governance. Some studies are also supported with illustrations to explain specific details visually.

### Quotes from interviews with grassroots women

The quotes are accounts given by women home-based workers from low-income communities about their circumstances and MHT's role in working with them to improve their living and working conditions. They reinforce the impact of MHT's process of empowering women workers to bring about significant change in their communities.

### Learnings and direction of future advocacy

MHT's experience of engaging with various communities and stakeholders is recorded and used to formulate a way forward for MHT. This sets a guideline to work on the challenges that still persist for women home-based workers and provides a direction for advocacy of better policy measures for the future.

## CASE STUDY BRIEF OUTLINE

Two special case study briefs of Meena Soni from Ahmedabad and Zarinaben from Delhi are included in the document to showcase MHT's sustained efforts with women from low-income communities to improve their households over the past twenty-five years of MHT's work. These case studies present a narrative summary of lives of two home-based workers along with details of the steps taken to improve their habitats over the years. A brief timeline of these interventions is illustrated to show the process of upgrading their houses.

## PARTNER ORGANIZATIONS

### Mahila Housing Sewa Trust (MHT)

The Mahila Housing SEWA Trust (MHT) has been working for more than twenty-five years to improve the quality of habitats in low-income informal settlements in Indian cities. MHT's mission is to strengthen collectives of grassroots women in the urban informal sector to advance constructive dialogue and action on improving their housing, living and working environments. MHT facilitates this by organizing women into collectives, and supporting them with financial, legal, and technical services to lead change. MHT has impacted more than a million lives through interventions across multiple sectors starting from improving the design and layout of homes in slums to accommodate specific work and storage needs, to influencing regulations for public affordable housing. They have been instrumental in promoting individual water and sanitation in informal communities at scale and preparing communities in Ahmedabad, Delhi, Bhopal, Jaipur, Ranchi to take action towards climate resilience.

### WIEGO

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global organization for informal workers, especially women, aimed at ensuring "equal economic opportunities, rights, protection, and voice" for them. They focus on improving data surrounding the informal economy and partner with various organizations to influence local, national, and international policy frameworks. Today, WIEGO is a network of individual and institutional members in over forty countries worldwide. They employ the expertise of their member-based organizations, researchers and statisticians, and development practitioners across various agencies to draw a clear picture of the ground realities for the informal workers. They identify ways to improve their livelihoods and integrate them into the formal economic system. They work to include issues surrounding employment, especially of the informal workers, at the forefront of development policies and processes. They investigate the size, composition, and contribution of the informal economy and the overall extent of the size of the issues surrounding informal workers. WIEGO also promotes equitable policies and practices in various nations to provide income and social security to informal workers.

### City Collab

City Collab is an interdisciplinary team of architects, urban planners, and communicators with a mission to support high impact organizations working on improving the built environment in cities with useful evidence based communication and advocacy. They bring together a diverse skill set of facilitation, research, writing, and visual communication and partner with organizations working in the urban development sector to co-create compelling content that makes complex ideas more accessible and appealing. City Collab has worked with MHT to organize various fundraising and communication projects and advocacy initiatives such as the "My Home, My City, My Voice" bringing to light the various issues and aspirations of women residing in slums.

---

## References

- Ahmad, S. (2015). *Housing Poverty and Inequality in Urban India*. Springer, Singapore.
- Debnath, R., Bardhan, R., & Jain, R. K. (2017). A data-driven and simulation approach for understanding thermal performance of slum redevelopment in Mumbai, India. *Building Simulation* 2017. <http://dx.doi.org/10.26868/25222708.2017.810>
- GOI, Ministry of Housing and Urban Poverty Alleviation, National Buildings Organisation. (2015). *Slums in India: A statistical compendium*.
- Housing and Land Rights Network. (2019). *Forced Evictions in India in 2018: An Unabating National Crisis*. New Delhi: Housing and Land Rights Network.
- Mahadevia, D. (2015). *Gender Sensitive Transport Planning for Cities in India*. CEPT University
- Mahila Housing SEWA Trust. *Sustainable Housing Programme: Pilot in Energy Efficient Appliances and Technologies*. MHT
- Mahila Housing Sewa Trust. (2021). Covid 19: Mahila Housing Sewa Trust. Retrieved from Mahila Housing Sewa Trust Website: <https://www.mahilahousingtrust.org/our-work/covid-19/>
- Nohn, M. (2011). *Mixed-Use Zoning and Home-Based Production in India*. WIEGO.
- Vellingiri, S., Dutta, P., Singh, S., LM, S., Pingle, S., & Brahmabhatt, B. (2020). *Combating Climate Change induced Heat Stress: Assessing Cool Roofs and Its Impact on the Indoor Ambient Temperature of the Households in the Urban Slums of Ahmedabad*. *Indian Journal of Occupational and Environmental Medicine*, 24-29.
- WIEGO. (2010). *Approaches to Basic Service Delivery for the Working Poor: Assessing the Impact of Mahila Housing Trust's Parivartan Slum Upgrading Programme in Ahmedabad, India*. Ahmedabad: WIEGO.
- WIEGO. (2020). WIEGO Statistical Brief Report. WIEGO.