



Home Working in Indian Context

By

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Key Features

- › produce in homes
- › invisible within supply chain
- › often no formal employer-employee relationship
- › predominantly women – but men too involved as the work being done in our supply chains involve intricacy
- › dependency on contractors - limited ability to monitor and effect changes – however this is “The most strong link” with the of Retailers / Exporters with the HWs & hence difficult to avoid- “necessary evil”

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Why does it happen?

- › Intricate work – specific to certain community of Artisans / regions etc. This is a significant category of Home Working – a major USP of India
- › High volume of basic work – requires high number of workforce, which sometimes is not possible to be hired in factories viz. thread cutting, canvas cutting etc
- › Irregular / Inconsistent work – Factory does not want to hire people on their roll – hence they sub contract & then further sub contracting

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Home Working in Monsoon Supply Chains

1. Apparels -

- Hand work - Beadwork, Embroidery, Aari, Zardosi, Sequins, Applique

2. Jewellery -

- Linking
- Stringing

3. Home / Gift products -

- Painting, depending upon products

4. Scarves -

- Weaving - Handlooms
- Tassling / Fringing
- Tying in case of Tie & Dye products

5. Footwear -

- Embroidery / embellishment on uppers etc

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Metal sequin rounded clutch bag



Filigree segment stretch bracelet





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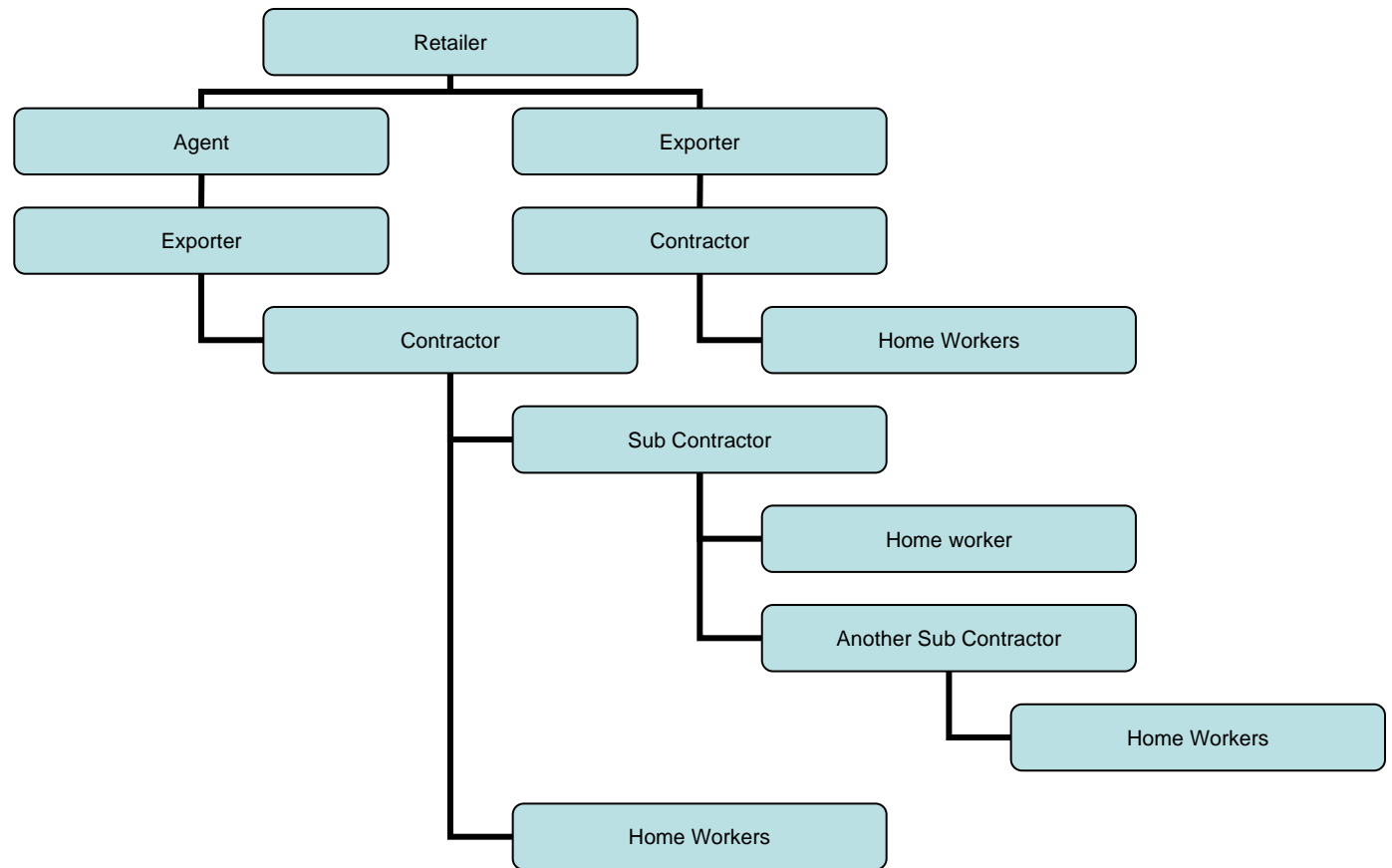


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The Chain



Each level trying to hide the next as they think it is their USP & disclosing it might lead to loss of business / their competitive edge

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Advantages of Home Working to Exporters

- › HW offers them a high variety of designs to be offered to their buyers
- › Flexibility of use of labour
- › Exporters can use HW infrastructure for their use – house, lighting etc
- › Low cost option
- › Avoid labour related issues

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Advantages of Home Working to Home Workers

- › flexible working hours
- › they do not require to leave their houses & go to factory for work
- › can work on additional sources of livelihood
- › Can involve other family members too depending on the complexity of work & hence increase their earnings

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Key Issues

- › While homeworkers make an important contribution to the exclusivity and uniqueness of Exports –
 - › the wages to HWs (in most of the cases) are extremely low as compared to the Legal Minimum Wage Standards
 - › Delayed payments
 - › No Social Security benefits
 - › they work in isolation, and are unable to organize and bargain collectively
 - › this results in they being largely unaccounted for and overlooked as organized labour
 - › longer and constantly changing supply [sub-contracting] chains further make them invisible
 - › this leads to poor living and also working conditions which inevitably results in increased risk of occupational injuries and diseases.

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Monsoon's Standpoint

- › Monsoon acknowledges home working in its Supply base – it has a clearly defined Policy on the same
- › By acknowledging the importance of home working in our supply chain we are committed to ensuring that the home workers receive their labour rights according to international labour standards & local laws

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Monsoon's approach

- › Visibility - the biggest challenge
- › We are asking our Commercial & Technical teams to get information from our Suppliers on different tiers being used for producing our goods. This is being done for each & every style
- › the above information leads to creation of a data bank which helps us to plan implementation activities in these regions where HWs are based

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Systems being put in place

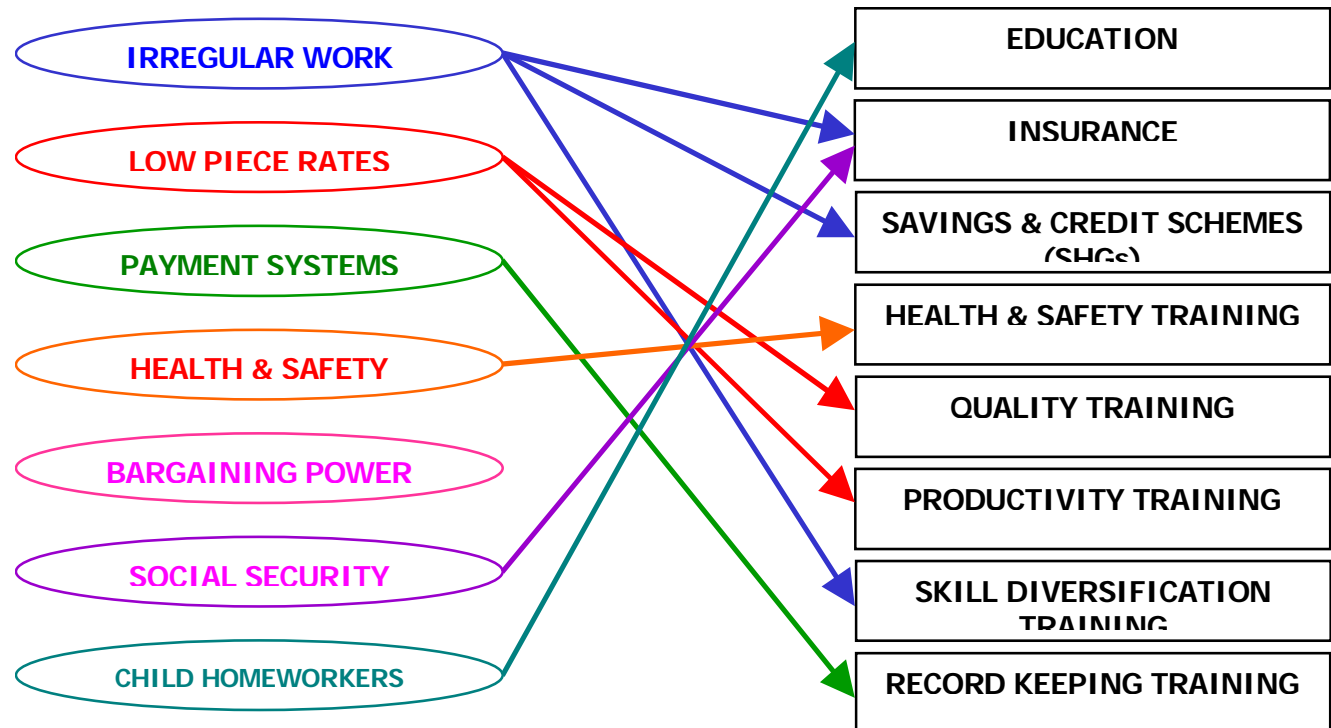
- › Formal PO between Supplier & Contractor with details of work to be done by HWs i.e. process wise time of the work being done by HWs
- › Record keeping at HW level – Passbook – HW can keep track of his work & payment received
- › Reduce number of tiers between them & HWs – better transparency – better rates to HWs
- › Highlight HW at the time of Order negotiations & discuss with Commercial teams regarding price implications if HWs are to be paid appropriately. Also, buyers being sensitized on this issue
- › Capacity evaluation – helps in getting further visibility of Home working

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Work done by Monsoon till now

- › Involvement with ETI NHG
 - › Bareilley Project –



- New areas being identified

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Work done by Monsoon till now (Contd.)

- › Linkages being done to Monsoon Trust projects
 - › Sarai Tarin – a Jewellery location, where Monsoon Trust is funding a project focussed towards improving the entire region as a whole
 - › Bareilly – SEWA – Non formal education, Creating SHGs, empowering women etc
 - › New areas being identified

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Work done by Monsoon till now (Contd.)

- › Working with NGOs
 - › SEWA – creating distribution centers for increased transparency of HWs, passing correct rates to the HWs, reducing middleman commission

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Work done by Monsoon till now (Contd.)

- › Sourcing products through Crafts groups, which ensures correct benefits being passed to the HWs
- › Sourcing Fair Trade certified products

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Major challenges

- › Very few Government policies on HWs
- › Type of product demands Home working & also working environment – lack of technological advancements
- › Purchasing Practices – design changes, delivery pressures etc
- › Contractors – “the necessary evil”
- › Movement of home workers to new areas makes them further invisible
- › Distance between home workers & factories leading to inclusion of more number of tiers & hence lesser benefits being passed to home workers

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Questions please.....????

Thank You

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