Home Working in Indian Context

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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”
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
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
   • Tasslling / Fringing
   • Tying in case of Tie & Dye products

5. Footwear -
   • Embroidery / embellishment on uppers etc
The magic is you

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The magic is you

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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.
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
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
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 them 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.
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
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
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
Work done by Monsoon till now

› Involvement with ETI NHG
  › Bareilley Project –

- New areas being identified
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
  › Bareilley – SEWA – Non formal education, Creating SHGs, empowering women etc
› New areas being identified
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
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
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
Questions please…………???

Thank You