

Our Vision - *where we want to get to*

Our vision is that all homeworkers around the world, most of whom are women, can come together to claim their rights and earn a fair and secure wage in decent working conditions.

Our Mission – *what we're doing to get there*

'Working in collaboration to secure rights and recognition for homeworkers'

- ❖ We work with local organisations, wider networks and trade unions around the world to strengthen the voice of homeworkers and build alliances to support their organisations.
- ❖ We build a strong evidence base around current trends and working conditions in relevant sectors, to inform the policies of companies, governments, unions and international organisations.
- ❖ We engage with companies to encourage them to recognise homeworkers' contribution to their supply chain, and then to take responsibility for, and action to improve their working conditions.
- ❖ We seek to work collaboratively with other labour rights organisations, to support the organisation of women workers along supply chains, and to build links between homeworkers and other precarious women workers. On occasions this can include work with other precarious women workers within supply chains and sectors that also involve homeworkers.

Our Values – underlying principles that guide our decisions

SOLIDARITY – Individually homeworkers are in a very vulnerable position and it is only by coming together that they can build strength through solidarity. HWW works to build solidarity between homeworkers around the world, between homeworkers and other women workers in supply chains, and between homeworkers and women here in the UK – many of whom may be buying products homeworkers have worked on.

DIVERSITY – Homeworkers come from many different communities and cultures around the world. What they have in common is their gender (most are women), the fact they work at home, low pay and poor working conditions. Embracing diversity and recognising common interests is essential to building solidarity and strength between these workers.

INCLUSION – It is vitally important that homeworkers are included in all efforts to improve their working conditions. Their position is so vulnerable that there is a real risk of unintended consequences – including the loss of work – with some well-intended projects. We seek to involve homeworkers at every stage: in the design and implementation of projects, in identifying which aspects of working conditions should be prioritised for improvement, and in assessing how effective efforts to improve pay and conditions have been.

INDEPENDENCE – We are an independent voice. We collaborate with allies in the voluntary sector, and engage with partners in the private sector whilst never compromising our ability to speak out independently in the best interests of homeworkers.

Our Aims

1. Homeworkers have access to local organisations, to improve their situation

Women working at home often live in poverty and face exploitative working conditions. They rarely have access to support and representation

We work with many different organisations, encouraging them to recognise and include homeworkers in their programme and policy work, and building understanding of how to improve homeworkers' visibility, mobilisation and representation.

2. Representation and voice

We work with many different partners including women's organisations, trade unions and NGOs to strengthen the voice of homeworkers and improve their working conditions.

We support local organisations to improve homework visibility, legal and social protection and to support homeworkers to mobilise and lead their own organisations.

3. Companies improve conditions for homeworkers in their supply chains.

Many companies don't recognise the contribution of homeworkers in their supply chains.

We advocate with companies and suppliers to identify and take responsibility for homeworkers in their supply chains, *and to collaborate with homeworkers and their organisations, to improve working conditions.*

4. Build a strong evidence base

Homeworkers are often invisible, with little known about their working conditions. They are usually employed informally and paid on a piece rate basis, often at very low rates, and as a result are particularly vulnerable to changes in consumer trends and company sourcing policies.

We conduct research and mapping work to document working conditions, expose bad practice and understand trends in supply chains.

5. Building Networks and Alliances

There is a low level of awareness about homeworking as an ethical trade issue; most workers' rights campaigns focus on formal workplaces.

We seek to raise awareness and share good practice with a variety of partners and allies, to build solidarity between homeworkers' organisations and the labour rights, and women's, movements.