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## DO YOU SOURCE APPAREL OR HOME TEXTILES FROM NORTH INDIA?

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**The results are in** from our Hidden Homeworkers research survey, which interviewed 214 homeworkers in Delhi, the majority of whom understood that they are producing garments for international brands.

Global fashion brands are increasingly recognising the importance of human rights due diligence, as European governments consider how to make the existing UN Human Rights Due Diligence guidelines mandatory.

A first step towards due diligence for brands is to identify who is in the supply chain and what conditions they are working in. For this, visibility throughout the chain is essential, including sub-contractors and intermediaries within the lower tiers of supply chains. It is in these lower tiers that women homeworkers are likely to be found.

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## This survey confirms that homeworkers are amongst the worst paid women workers in global supply chains

Yet homeworkers provide brands and suppliers with flexible and often skilled labour, providing suppliers with the capacity to produce high quality products and expand production volumes when faced with tight deadlines.

In Delhi most of the homeworkers were involved in embellishment, beading or embroidery, often adding significant value to finished products.

99% of homeworkers were not aware of Delhi's monthly minimum wage, and their average pay rates fell well below this. 71% believed that they did not earn enough to meet their basic needs.

When work is available, homeworkers have little choice but to accept it. 84% work from home because of domestic responsibilities, yet over 60% still worked at least 6 hours a day and 17% over 8 hours.





# 1%

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Only 1% had any written evidence of their work. Many reported that the quoted piece rate was often reduced when they were actually paid (which could be several weeks or months after they completed the work).

# 99%

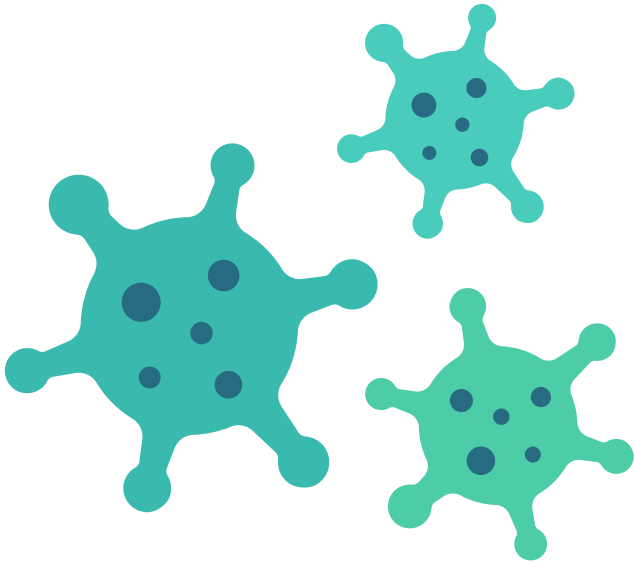
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99% of homeworkers mentioned not receiving social security benefits from their employer, despite the fact that on average, they had been doing homework for six years.

# 33%

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33% could not read and write properly, highlighting their vulnerability to exploitation.



A recent HNSA study about the impact of COVID-19 on home-based workers showed that three quarters had no work during the lockdowns.

Over half said they had not received cash or food from the government, with over 80% forced to use savings or borrow money to simply survive.

COVID-19 continues to affect supply chains. Homeworkers are reporting lower piece-rates and smaller orders, prolonging the impact of the crisis on themselves and their families.

## What Can Brands Do?

By recognising homeworkers within their supply chain as workers entitled to claim their rights, brands enable their suppliers to build more inclusive supply chains and improve transparency and working conditions. Our new Toolkit supports this work by bringing together existing best practice in increasing transparency and improving working conditions for Homeworkers within international supply chains.

The Hidden Homeworkers project is supporting homeworkers in Delhi to rebuild their lives after the pandemic. We invite brands sourcing from suppliers in the region to join us in ensuring that when work does reach homeworkers, it does so in a way that upholds their dignity as workers of equal value.

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