

HOMENET EASTERN EUROPE AND CENTRAL ASIA

REPORT FOR THE PERIOD 2014 - 2019



**SOFIA
2019**

Vision

The informal economy is largely perceived as one of the major challenges realizing decent work worldwide. It is usually associated with decent work deficits, low quality of jobs, working poor, low productivity, discrimination and exclusion, insecurity and vulnerability on the labour market. This does not only affect the individual but has detrimental effects on the political and fiscal space for manoeuvre.

The share of women working in the informal sector is big everywhere in the world - it is usually set between 60 and 80%. Women often have to take responsibility for the survival of their families and to look for ways to make a living in the informal economy. Home work is just one of the alternatives. Many women combine different activities (sometimes at one and the same time), or do seasonal work during the year.

The most invisible group of workers in the informal sector is that of the home workers – mainly women, carrying out paid work at their homes.

In the past, working in the informal economy was considered as a way to maintain small business. Today we recognize the fact that the presence of informal and home-based workers necessitates the adoption of specific political measures or creation of organizations to respond to their needs. This is an important political measure for the small enterprises from the informal sector.

Informal economy does not exist separately and independently from the formal one, they are interrelated. The case with subcontracting chains is most indicative: big entrepreneurs get their goods most probably from a chain that ends in an informal workshop, which often uses home workers.

What we have achieved from 2014 – 2019

1. Ratified Convention 177 in Macedonia, Bosnia and Herzegovina and Tajikistan;
2. Legislative regulation of homework in Tajikistan – in the Labour Code has a special chapter on homeworkers (similar to the Code in Bulgaria);
3. In Macedonia a social law has been adopted to promote the entrepreneurship for homeworkers and their health insurance;
4. The government of Uzbekistan, Kazakhstan, Tajikistan and Montenegro have created tax concessions for homeworkers;
5. In Georgia and Kyrgyzstan, the organizations of homeworkers work in close cooperation with trade unions;
6. In Armenia and Bulgaria, organizations are in trade relations with large employers' organizations;
7. In all organizations was made a classification by type of work of homeworkers;
8. The number of members in each country has increased:

- Armenia	– 150 members in four areas;
- Albania	– 500 members
- Bosnia and Herzegovina	– 80 members;
- Bulgaria	– 42 800 members;
- Georgia	– 160 members;
- Kazakhstan	– 120 members;
- Kyrgyzstan	– 130 members;
- Macedonia	– 520 members;
- Montenegro	– 280 members;
- Serbia	– 320 members;
- Tajikistan	– 135 members;
- Turkey	– 420 members
- Uzbekistan	– 120 members;

9. Annual exhibition held in Eastern Europe and Central Asia:

- exhibitions in Bulgaria with the participation of all organizations-2 per year;
- exhibition in Georgia in July and August with the participation of organizations from Armenia and Turkey;
- exhibition in Serbia – November;
- exhibitions in Montenegro in the summer at the sea;
- exhibitions in Alma – April;
- exhibitions in Uzbekistan with the participation of whole Central Asia – May;

10. It was reported that not all organizations pay annual membership fees.

IZVJEŠTAJ



UDRUŽENJE „DVIJE RUKE“ ISTOČNO SARAJEVO BOSNA I HERCEGOVINA

Izveštaj za 2017 godinu

Udruženje je osnovano 2017 godine udruživanjem pet žena sa ciljem plasiranja naših rukotvorina od vune, vezenih unikatnih haljina, bluza, peškira i drugih proizvoda po narudžbini. Sve troškove registracije i naših prvih izložbi smo plaćali sami, kao što to i danas radimo. Lokalna zajednica nema razumjevanja za pomoć, jer je zbog velike nezaposlenosti posle rata, osnovano mnogo udruženja i oni nisu u mogućnosti pružiti nikakve vrste pomoći. Nezaposlenost žena je veliki problem i zbog toga je i osnovano mnogo udruženja slične namjene. Namera je bila da na obukama tkanja i zlatoveza prikupimo bilo kakva sredstva za naše aktivnosti – izložbe, sajmove i slično jer se učešće na svakoj manifestaciji plaća od 50-100 evra, zatim putovanje i ostali troškovi, a to isto činimo i danas. Postepeno smo povećavali broj članova ali smo nastojali da učlanimo žene sa specifičnim zanatima, tako nam se pridružila i žena koja se bavi kaligrafijom i izradom ikona. Ona takođe drži kurseve kaligrafije, jer je to zanimljivo a kod nas niko ne zna taj zanat.

Izveštaj za 2018 godinu

Najveći problem našeg udruženja nedostatak tržišta i stalnog mjesta prodaje rukotvorina. Zato smo se odlučile da učestvujemo na izložbama na koje ne putujemo daleko i za koje se ne plaća učešće. Ipak, učestvujemo po jednom godišnje na velikom sajmu u Banja Luci i sajmu u Mostaru, jer želimo da se zna za naš rad. Zato smo napravili i flajere da se vidi šta rade članice udruženja. U 2018 godini smo saznali da je Bosna i Hercegovina ratifikovala Konvenciju 177, ali da nije usvojena na Skupštini, a za sve to niko od članica drugih udruženja nije ni čuo. Podjelili smo 50 kom. Konvencija 177 članovima raznih udruženja. Uspjeli smo da povećamo broj članova na trideset i uvrstili u naš cilj i broj od 50 članova. Svakako, uvijek imate one koji su aktivni ali imate i one koje se povremeno uključe aktivnostima udruženja. U 2018 godini ja sam učestvovala na manifestaciji „Dunavski cvet“ u Bačkoj Palanci na kojoj sam upoznata sa aktivnostima

„WIEGO“ a sa njihovim programom sam upoznala sve članice a takođe i predsednice nekih udruženja. Pošto se mnoge članice bave vunom, pridružili smo i nekoliko članica koje se bave pletenjem a žive u selu a ne u Istočnom Sarajevu tako da u saradnji sa njima pravimo džempere koje mi dizajniramo a one pleću i to se pokazalo kao dobar potez. Uspjeh u 2018 godini je da smo povezali četiri udruženja iz četiri grada „Impuls“ – Bjeljina, „Snop“ – Rogatica, „Korak više“ – Vogošća, „Glasinke“ – Sokolac i učestvujemo sa njima zajedno na nekim sajmovima. Cilj nam je da umrežimo udruženja na regionalnom nivou, jer mislimo da nam je na taj način lakše djelovati i na nivou cijele Bosne i Hercegovine.

**Predsjednik udruženja
„Dvije ruke“ Istočno Sarajevo
Aškrabić Dobrila**

Отчет о работе Кыргызстана в составе HOME NET Восточной Европы и Центральной Азии, июль 2014 – июнь 2019



Предыстория.

В 2013 году Кыргызстан вошел в состав Ассоциации надомников Восточной Европы. Ее участниками стали надомники сельских групп из самой отдаленной и труднодоступной Нарынской области Кыргызстана, бенефициары проекта Программы Поддержки Развития Горных Сообществ Кыргызстана (ОФ «MSDSP KG»), Инициатива фонда Ага Хана, при финансовой поддержке Международного Фонда

Сельскохозяйственного развития (IFAD). В конце 2016 года перед окончанием проекта ремесленницы выразили желание организовать НКО для продолжения работ совместно и сохранения устойчивости развития групп после окончания проекта

Ассоциация «Айдеми»

Наиболее приемлемой формой организации НКО на момент сочли Ассоциацию. Руководителем Ассоциации была избрана Балалаева С., были сформированы органы

управления Ассоциацией. Деятельность ассоциации «Айдеми» - «Женское вдохновение» направлена на совместное решение вопросов защиты прав надомников, расширение возможностей повышения квалификации, поиск выходов на внутренние и международные рынки. Офис Ассоциации находится в Бишкеке. За 2017-2019 годы Ассоциация охватила своей деятельностью более 200 человек, представителей почти всех областей Кыргызстана.

Поддержка надомников Нарынской области в рамках проекта.

В период с 2014 по 2017 годы в рамках проекта, реализуемого MSDSP-kg (Инициатива Фонда Ага Хана) при поддержке ИФАД, была оказана поддержка 7 проектных групп, из них 6 располагались в селах Нарынской области и одна в Бишкеке, дизайн-студия. Проект IFAD обеспечил группы оборудованием, сырьем. Все сельские группы получили валяльные станки, 4 - шерсточесальные.

В 2016 году в 6 селах Нарынской области были построены ремесленные мастерские.

Помещения под мастерские в 3-х селах были построены с нуля, в других 3-х отремонтированы существующие помещения в домах лидеров групп. За счет проекта были закуплены основные стройматериалы, оконные, дверные блоки. Все строительные и ремонтные работы осуществлялись членами их семей.

Помещение под мастерские в с.Атбаши в доме Мастерские в доме Асаналиевой Т. после ремонта при лидера ремесленной группы Асаналиевой Т., 2015 г. участия проекта Ат-Баши, 2016 г.

Расширение ассортимента и повышение качества продукции осуществлялось через обучающие мероприятия – тренинги, обмен опытом, стажировки.

В 2014-2017 годах их было проведено более 30: по вопросам технологии и качеству, по маркетингу и организации производства, по правовым и социальным вопросам. Каждая группа выбрала для себя специализацию по изготовлению линейки товаров – шырдаки (войлочные ковры), тапочки, шарфы, сувениры и т.д. Например, группа Чебер Колдор из села Ача-Каинды изготавливает шырдаки на экспорт в страны Европы и США, а также получает постоянные заказы от местного бизнеса. В 2017 году ими вручную был изготовлен самый большой шырдак в Центральной Азии и, возможно, самый большой шырдак в мире на данный момент (диаметром 10 м, весом 300 кг).

Тапочки группы Уз-Нур Айым из с. Мин –Булак тоже завоевали признание в некоторых странах Европы и имеют постоянных заказчиков из Японии. Шарфы из Бишкекской дизайн-студии тоже отличаются высоким качеством и имеет спрос на международном рынке.

Ассоциация Айдеми продолжает работу по повышению квалификации ремесленников, а также организует обучающие мероприятия для всех желающих как в Бишкеке, так и на базе ремесленных групп в Нарынской и Иссык-Кульской областях. Активно сотрудничает с международными организациями. Так, в 2017 году были проведены двухмесячные циклы тренингов по изготовлению войлочных изделий для членов групп самопомощи из Чуйской области по двум проектам - «Достойное старение в Кыргызстане», при финансировании НПО «Датская церковная помощь» и по проекту немецкого фонда Uplift-Aufwind, работающим в Кыргызстане по оказанию поддержки семьям, имеющим детей с ограниченными возможностями. Все бенефициары этих проектов являются надомниками или самозанятыми.

Продвижение продукции на рынке, повышение доходов ремесленниц является одной из приоритетных задач. Важным событием на местном рынке явилось открытие магазина ремесленной продукции в 2017 году в Нарыне, который был построен при долевом участии проекта и крупнейшего в Нарынской области гостиничного комплекса «Хан-Тенгри».

Маркетинг на международном и региональном рынках постоянно расширяет географию ярмарок и постоянных зарубежных заказчиков.

В регионе это – Фестиваль «Шелк и специи» в Бухаре, Узбекистан, фестиваль «Оймо» в Кыргызстане, бутик при отеле Хайят в Душанбе, Таджикистан. На международном рынке – участие в ярмарках в Венгрии, Германии, Норвегии, Португалии, Индии и др., реализация продукции через посредников на ярмарках в США, Китае, Южной Корее. Сформирован портфель постоянных заказчиков на продукцию проекта из Швейцарии, Южной Кореи, Японии. В 2018 году прошли успешные эксперименты по освоению американского рынка. Был получен сертификат на продажу продукции бренда Айдеми в США.

Вопросы государственной поддержки ремесленничества.

Следует отметить, что большое число международных организаций оказывают поддержку Кыргызстану в различных сферах экономики, развитии гражданского общества, социальной политики и др. Сельские женщины с их социальными, экономическими, гендерными проблемами являются достаточно активной группой бенефициаров различных проектов, в том числе женщины, занимающиеся производством ремесленных изделий ручного изготовления. Ремесленничество является одним из основных способов добывания средств к существованию для населения страны, особенно в сельской местности. Хотя важность развития ремесел в Кыргызстане признается всеми очевидной, тем не менее, практически, государство пока не оказывает внимания развитию национального ремесленного рынка и нуждам ремесленников на системном уровне. Ремесленные организации взаимодействуют с местными администрациями. Айдеми активно сотрудничает с Нарынской районными администрациями. Ремесленники получают заказы на изготовление подарочных коллекций, приглашаются на совещания по вопросам развития экономики района, где имеют возможность высказаться о своих проблемах, включаются в составы делегаций от района для участия в международных и местных мероприятиях. Единой государственной политики в области ремесел и домашнего труда не существует. В системе законодательства Кыргызстана не так много правовых норм, которые регулируют отношения между работодателем и домашним работником. Основными из них являются: Трудовой кодекс КР (гл. 32 ст.ст. 358, 359 и 360); Положение об особенностях регулирования труда домашних работников (утверждено постановлением Правительства КР от 23 июня 2000 г. №367). В рамках проекта Европейской комиссии «Развитие ремесленного сектора в Кыргызской Республике» создана Приказом Министерства экономики КР №33 от 09.02.2015 рабочая группа по разработке проекта закона о ремесленничестве, в составе рабочей группы принимала участие Балалаева С.А. При подготовке проекта был проведен анализ состояния ремесленного сектора в республике, выявлены его узкие места. В 2018 году впервые подготовлен проект закона о ремесленничестве, в котором практически декларируются уже существующие в экономике нормы и отсутствуют какие-либо существенные льготы для этого сектора экономики, хотя участники рабочей группы давали конкретные рекомендации и пожелания в этом вопросе.

В то же время, мы видим реальную заботу правительств о развитии и поддержке ремесленного сектора в наших соседних странах. В Таджикистане за послевоенные годы много сделано для развития ремесел. Оправившись от гражданской войны, страна старается поддержать развитие традиционной культуры и ремесел. Принят Закон о ремесленничестве, ремесленникам выделяются торговые площади, растет количество предпринимателей и НПО в ремесленном секторе. Можно сказать, что на сегодняшний день Таджикистан лидирует в регионе по части вовлеченности правительства в поддержку развития ремесел и ремесленников. По разнообразию ассортимента и количеству производимой ремесленной продукции первое место в Центральной Азии занимает Узбекистан. Узбекская ремесленная продукция превалирует на всей территории региона. За последние годы узбекские ремесленники уверенно вышли на мировой рынок: их изделия можно встретить на базарах Турции и ярмарках США и Европы. Правительство Узбекистана, в течение 15 лет

освободившее узбекских ремесленников от налога, сделало возможным такой рынок. 17 ноября 2018 г. Президент Узбекистана Шавкат Мирзиёев подписал указ «О мерах по дальнейшему развитию ремесленничества и всесторонней поддержке ремесленников». Казахстан является основным рынком сбыта ремесленных изделий в Центральной Азии. Здесь потребителями ремесленной продукции являются не только иностранцы, работающие в международных организациях, но и все больший процент местного населения. Казахские ремесленные изделия реализуются, в основном, на национальном рынке, так как они не могут конкурировать с ремесленной продукцией своих соседей по региону из-за высоких цен.

Деятельность в рамках мероприятий Homenet East Europe.

В марте 2013 г. Балалаева С.А., координатор проекта ИФАД, участвовала в конференции работников надомного труда Восточной Европы и Кавказа как единственный представитель от Центральной Азии. Был представлен фильм-презентация о проблемах надомного труда в Кыргызстане (на примере сферы ремесел), более 100 карточек-анкет ремесленниц-надомников Нарынской, ИссыкКульской и Чуйской областей. Затем к работе с надомниками была привлечена Ш.Омуралиева, руководитель ОФ «Ак –Байрак» из с.Атбаши Нарынской обл., которая составила списки надомников более чем из 10 сел Нарынской области и провела с ними вводные беседы. В июне 2013 года Омуралиева Ш. посетила очередное мероприятие Ассоциации надомников Восточной Европы, где успешно выступила и представила продукцию надомников Нарынской области. Представители Кыргызстана Балалаева С.А и Омуралиева Ш.Ч., принимали участие в первом конгрессе Homenet East Europe, который прошел в Софии в июле 2014 года и полностью поддержали идеи и резолюцию Первого Конгресса.

В апреле 2015 г. директор Нарынского филиала MSDSP-kg (Инициатива Фонда Ага Хана) Бердибеков М. и Балалаева С. приняли участие в тренинге по маркетингу и продвижению продукции работников надомного труда, проводимом WIEGO в Софии. Участие Бердибекова М. было полностью оплачено MSDSP-kg. Продукция кыргызстанских надомников получила высокую экспертную оценку. Впоследствии, по инициативе директора Нарынского филиала MSDSP-kg Бердибекова М. состоялась встреча представителей Фонда Ага Хана с директором WIEGO Chris Bonner и другими представителями WIEGO в Женеве, во время заседания MOT 12-13 июня 2015 г.

В декабре 2015 г. Балалаева С.А. приняла участие в собрании надомников Восточной Европы. На собрании Президент Ассоциации надомников Восточной Европы г-жа Виолета Златева информировала участников о намерении преобразовать в 2016 году Ассоциацию надомников Восточной Европы в Ассоциацию надомников Восточной Европы и Центральной Азии.

Кыргызстан (в лице Балалаевой С.А.) в составе делегации Ассоциации надомников Восточной Европы принял участие at the Global Conference of Home-based Workers, совместно организованной HomeNet South Asia (HNSA) и WIEGO, в New Delhi, 8-9 февраля 2015, где были представлены информационные материалы и изделия надомников Кыргызстана, а также показан для участников Конференции фильм по надомному труду в КР. На полях этой конференции состоялась более чем 2-х часовая отдельная беседа делегации Homenet of East Europe с руководством WIEGO о перспективах расширения деятельности. Во время этой беседы и в дальнейшем руководством WIEGO было одобрено предложение Кыргызстана, поддержанное Homenet of East Europe, о проведении международной конференции по проблемам надомного труда в Кыргызстане осенью 2015 года в рамках проекта, реализуемого Homenet of East Europe на условиях софинансирования MSDSP kg.

Международная конференция «Вопросы социальной защиты работников надомного труда в КР» состоялась в с.Чок-Тал, Иссык-Кульской области Кыргызстана 22-23 сентября 2015 г.

Задачи конференции:

- 1) Обмен информацией об условиях работы и жизни надомных работников, а также вопросы развития рынка для улучшения эффективности продвижения продукции;
- 2) Определение элементов стратегии Правительства КР, направленной на обеспечение доступа надомников к социальной защите, роли Органов местного самоуправления; 3) Проведение анализа инструментов МОТ, прокладывающих пути к обеспечению социальной защиты работников надомного труда (Конвенция МОТ №177, 202, 102).

В работе конференции приняли участие представители WIEGO (Karin Pape, Elaine Jones) делегация Home Net Eastern Europe в составе 7 человек из 5 балканских стран и Грузии во главе с Виолетой Златевой, надомники из Нарынской области и других районов Кыргызстана и Таджикистана, представители государственных организаций КР, местных районных и областных администраций Нарынской области, комитета легкой и текстильной промышленности федерации профсоюзов КР, руководители и сотрудники Фондов Ага Хана в КР, Таджикистане и Афганистане, представители международных и местных неправительственных организаций, частные предприниматели-работодатели из КР, СМИ. Всего более 60 человек из 11 стран Европы и ЦА.

Основные доклады - экспертов национальных институтов, представителей Профсоюзов, надомников из Нарынской области. Были проанализированы существующие в Кыргызском законодательстве нормы, открывающие доступ к некоторым видам социальной защиты работникам надомного труда. Но, как показывает опыт, использование возможностей социальной защиты надомников на практике не реализуется, что связано как с общей тенденцией не выполнения ряда нормативных актов ввиду нечеткого формулирования сферы их применения, так и слабой осведомленностью самих надомников о своем статусе, правах и возможностях доступа к обеспечению социальной защиты. Были подчеркнуты возможности местного самоуправления в этом вопросе. Большую роль в процессе информировании работников надомного труда о существующем законодательстве в отношении их трудовых и социальных прав играют Профсоюзы КР. Рысгуль Бабаева, Председатель Комитета Профсоюза текстильной и легкой промышленности, посвятила свой доклад роли профсоюзов в снижении доли неформального сектора в экономике страны (на примере отрасли), и работе по формированию правовой грамотности у членов профсоюза в неформальном секторе. Презентация Karin Pape, представителя WIEGO, позволила уточнить некоторые определения и понятия в терминологии статуса надомных работников, определить применимость ряда Конвенций МОТ к той или иной категории работников надомного труда и процедуру их возможного использования как инструмента для обеспечения доступа надомным работникам к социальной защите. Виолета Златева, Президент Home Net Eastern Europe, поделилась опытом 15-летней работы организации по созданию сети надомных работников в Восточной Европе.

Доклады и презентации сопровождались многочисленными вопросами-ответами, сопутствующими выступлениями участников. По программе были сформированы 3 малые группы, на добровольных началах:

1 группа – Анализ деятельности и возможности правительства в обеспечении качественными услугами в созданий равных возможностей для социально незащищенных категорий граждан – модератор Карпович Е., эксперт Института Стратегических Исследований.

2 группа - Анализ роли местного самоуправления (МСУ) в обеспечении социальной защиты уязвимых групп граждан и возможностей органов МСУ в развитии надомного труда – модератор Орозбаев Б., эксперт Института политики развития.

3 группа – Инструменты МОТ в обеспечении доступа к социальной защите работников надомного труда – модератор Бабаева Р., Председатель Республиканского комитета Профсоюза работников текстильной и легкой промышленности.

В результате работы в малых группах по каждой теме были выработаны рекомендации по решению соответствующих вопросов, связанных с защитой трудовых и социальных прав надомных работников. Второй день конференции был посвящен презентации рекомендаций рабочих групп и формированию рабочего формата проекта резолюции конференции. Участники конференции приняли проект резолюции, в котором рекомендуют ряд мер, призванных усовершенствовать законодательную базу в отношении надомного труда и усилить контроль за исполнением законов и иных нормативных правовых актов уполномоченными государственными органами и органами местного самоуправления. Проект резолюции конференции был отредактирован юридическими службами Фонда Ага Хана в Кыргызстане и передан на рассмотрение в Комитет Жогорку Кенеша КР по социальным вопросам, образованию, науке, культуре и здравоохранению с рекомендацией рассмотреть возможность ратификации Конвенции МОТ №177 о надомном труде). К сожалению, приходится констатировать, что продвижения она пока не получила, что неудивительно. Последняя ратификация конвенции МОТ в Кыргызстане состоялась в 2008 году. Из перечня конвенций МОТ, предложенных Межпарламентской Ассамблеей государств-участников СНГ к ратификации, Кыргызской Республикой ратифицированы 4 конвенции: 97, 131, 144, 154. Остались не ратифицированными конвенции 102, 117, 132, 135, 168, 173, 183. Федерация профсоюзов с 2009 года неоднократно обращалась в Жогорку Кенеш, в Правительство Кыргызской Республики о необходимости их ратификации. После конференции, 24-25 сентября Кыргызстан предоставил ту же площадку для проведения отчетной конференции Home Net Eastern Europe по итогам 3 года FLOW project, финансируемого Датским правительством. В рамках этой конференции было организовано ряд сопутствующих мероприятий. Например, Elaine Jones, эксперт WIEGO по маркетингу, совместно с Home Net Eastern Europe, разработала идею и критерии конкурса на лучшее ремесленное изделие, который был проведен в Кыргызстане во время отчетного заседания Home Net Eastern Europe в клуб-отеле «Royal-Beach». На конкурс было подано около 30 заявок из 9 стран. Кыргызстан в рамках проекта фонда Ага Хана организовал 2-х дневную выставку-продажу изделий участников конференции в торговом центре Караван в г.Бишкек, что способствовало укреплению взаимопонимания и установлению более тесных связей между надомниками Восточной Европы и Центральной Азии.

Роль Кыргызстана в расширении сети надомников Восточной Европы и Центральной Азии.

Кыргызстан поддержал инициативу Home Net Eastern Europe о расширении сети на другие страны Центральной Азии и превращении ее в Home Net Eastern Europe/Central Asia. Была проделана определенная подготовительная работа. Кыргызстан принял на себя инициативу организовать региональное совещание по вопросам надомного труда в Центральной Азии, в рамках проекта WIEGO при финансовой поддержке SIDA. Исполнителем проекта являлось Home Net Eastern Europe. Совещание состоялось 15-17 октября 2018 г в Бишкеке. Наряду с представителями Home Net Eastern Europe из Болгарии и Кыргызстана, на него были приглашены ведущие лидеры ремесленных организаций из стран Центральной Азии – Мукаррама Каюмова, Директор ОФ ремесленников Таджикистана «Хафт Пайкар» и Президент Центрально-азиатской Ассоциации в поддержку ремесел (CACSA),

Таджикистан, Матлюба Базарова, Директор Бухарского центра развития ремесел, Узбекистан, Айгуль Жансерикова – директор ТОО «Aigul-line», директор Центра ремесленников «Qazaq-Oner», Казахстан. Лидеры и их коллеги из регионов, которые были также представлены на совещании, выразили большую заинтересованность в работе Home Net Eastern Europe и подтвердили свое желание присоединиться к сети. В работе регионального совещания приняли участие 15 человек, по 2 представителя сектора из каждой страны-участницы, а из Кыргызстана дополнительно были приглашены представители руководящего состава Федерации Профсоюзов КР, зав. Отделом легкой промышленности Госкомитета промышленности и энергетики, надомники из регионов.

Взаимодействие с комитетом текстильной и легкой промышленности Профсоюза КР

С 2014 года надомники Нарынской области являются членами профсоюза текстильной и легкой промышленности. Начало было положено в октябре 2013 года, когда Комитет Текстильной и легкой промышленности Профсоюза КР провели в Нарыне круглый стол "Организация работников надомного труда в профессиональные союзы", в рамках проекта ЮСАИД. Участники, 24 ремесленницы из Нарынской области, были подробно ознакомлены с возможностями, которые предоставляют профсоюзы своим членам в плане защиты и гарантий труда, социальных прав, в том числе, организации отдыха и лечения. Программа круглого стола была сфокусирована на неформальном секторе экономики, к которым относятся ремесленные группы без образования юридического лица и ремесленники – надомники. Участниками было принято решение об организации профсоюзных ячеек в сельских группах. Был выбран координатор по Нарынской области Жаманбаева Бурулуш из села Мин-Булак.

С тех пор ремесленники участвуют в семинарах, других мероприятиях, организуемых Профсоюзами совместно с МОТ в Кыргызстане. Координатор по Нарынской области Жаманбаева Б. в 2014 г. участвовала в республиканском семинаре «Неформальная экономика – позиция и роль профсоюзов» на Иссык-Куле, Конференции Профсоюза текстильной и легкой промышленности в Бишкеке. В 2015 – 2018 годах - в ряде семинаров по вопросам неформальной экономики. Как правило, на семинарах участники получают хороший раздаточный материал, который потом помогает в работе с надомниками на местах. Балалаева С.А. и Жаманбаева Б. являлись делегатами отраслевого съезда профсоюзов и т.д. При поддержке MSDSP Kg была сформирована делегация из числа профсоюзных лидеров Комитета легкой и текстильной промышленности и представителей надомников для обмена опытом с коллегами из Узбекистана и участия в Международном фестивале «Шелк и Специи» 28-31 мая 2015 г.

Члены Айдеми по приглашению профсоюзов участвуют в программах обмена опытом. Так, например, в 2016 году Усубалиева М., член дизайн-студии по приглашению Председателя РК Текстильной и легкой промышленности Жаркынбаевой А.А. участвовала в семинаре по профсоюзному органайзингу для ремесленников Лейлекского района Баткенской области (юг Кыргызстана). В рамках семинара Усубалиевой М. были проведены 2 мастер-класса по изготовлению шарфов из шелка с войлоком, на которых присутствовало в общей сложности более 60 человек. Поездка Усубалиевой и затраты на сырье для мастер-классов полностью были профинансированы Профсоюзом.

А в 2017 году во время поездки по линии профсоюза Б.Жаманбаевой, лидера группы «Уз-Нур-Айым», в Баткенскую область были налажены контакты с ремесленниками Баткенской области и достигнута договоренность об обмене опытом по ремесленным технологиям. В 2018 году баткенские мастерицы посетили с.Мин-Булак Нарынской области, где прошли мастер-класс по войлоку.

В конце января 2016 года совместно с Республиканским комитетом Профсоюза

текстильной и легкой промышленности КР в г.Нарыне проведен обучающий семинар по теме профсоюзного органа. На семинаре прошли обучение 25 представителей ремесленных организаций Нарынской области.

Члены Айдеми участвуют в демонстрациях, шествиях и других акциях Профсоюза. Ежегодно получают бесплатные или льготные профсоюзные путевки в санатории и дома отдыха профсоюзов, как индивидуальные, так и для группового отдыха. Предоставляется возможность отдыха для детей.

Краткие выводы по деятельности Кыргызстана за 2014-2019 г.:

1. Образована Ассоциация Айдеми (Женское вдохновение) на базе надомников Нарынской области, бенефициаров проекта ОФ MSDSP-kg (Инициатива Фонда Ага Хана) при финансовой поддержке Международного Фонда сельскохозяйственного развития (IFAD)
2. Рост численности надомников Ассоциации от 100 до 230 чел, расширение географии;
3. Обеспечение сельских групп в Нарынской области станками для обработки шерсти;
4. 4. Строительство и ремонт мастерских в 6-ти селах Нарынской области. За счет проекта- основные стройматериалы, оконные, дверные блоки. Все строительные и ремонтные работы осуществлялись членами их семей; 5. Проведено более 30 обучающих мероприятий – тренинги, стажировки, обмен опытом; 6. Построен магазин ремесленных изделий в Нарыне (открытие состоялось в июне 2017 г) при долевом участии проекта и гостиничного комплекса Хан-Тенгри; 7. Представители групп надомников регулярно участвуют на ежегодных фестивалях и ярмарках в Кыргызстане (фестиваль Оймо, фестиваль Шырдак), Всемирные игры кочевников и др. 8. На международном уровне участвовали на ярмарках в Португалии, Германии, Болгарии, Норвегии, Индии. На ежегодный фестиваль в Венгрии 14 ремесленников Айдеми выезжали в разные годы с 2014 по 2018. 9. Осваивается американский рынок, получен сертификат на продажи продукции бренда Айдеми. 10. Надомники взаимодействуют с органами местного самоуправления в Нарынской области, на государственном уровне принимали участие в рабочей комиссии по разработке проекта закона о ремесленной деятельности (находится на рассмотрении); 11. Участие в мероприятиях Nomenet East Europe (Первый конгресс Home Net Eastern Europe, (Глобальный саммит надомников в НьюДели, семинары, совещания и ярмарки в Болгарии); 12. Проведение Международной конференции «Вопросы социальной защиты работников надомного труда в КР» в 2015 году при долевом финансировании проектами WIEGO и MSDSP-kg; 13. Проект резолюции конференции о необходимости ратификации Конвенции 177 МОТ; 14. Инициативы и организационные мероприятия по расширению сети HNEE/CA; 15. Участие в Караване Центральной Азии, май 2019г.: 16. Тесное взаимодействие с Комитетом легкой и текстильной промышленности Профсоюза КР (членство надомников Айдеми 90%, проведение совместных семинаров, программ обмена опытом, реализация права надомников на лечение и отдых профсоюзных здравниц).

Планы Ассоциации Айдеми до 2022 года:

1. Расширить членство в Ассоциации за счет привлечения надомников из регионов страны.
2. Развить тесное сотрудничество с другими НПО, международными проектами в Кыргызстане, заинтересованными в защите прав надомников, для совместного лоббирования законодательных инициатив.
3. Развивать взаимодействие с органами местного самоуправления в Нарынской, Ошской, ИссыкКульской областях в выполнении социально-экономических программ развития территорий.
4. Объединить усилия с Федерацией Профсоюзов КР для ратификации конвенции 177

МОТ.

5. Содействовать Профсоюзам в их работе по вовлечению надомников в профсоюз;
6. Продолжить и расширить образовательную деятельность Айдеми для системного повышения квалификации работников – надомников и обучения желающих ремесленным технологиям.
7. Развивать международный маркетинг для продукции надомного труда – новые связи с организаторами международных фестивалей и ярмарок, on-line продажи, портфель заказов.
8. Работать во взаимодействии с организациями надомников из стран Восточной Европы и Центральной Азии по расширению рынка, обмену опытом, проведении общих мероприятий;
9. Поддерживать магазины в Нарыне, Софии и способствовать созданию подобных магазинов сети в других странах.
10. Издать глоссарий основных терминов и понятий по надомному труду карманного формата русском и кыргызском языках.
11. Фандрайзинг для мероприятий по обеспечению трудовых, экономических и социальных прав надомников на местном и международном уровне

IZVJEŠTAJ SAČINILA NVU ŠARENICA - Crne Gore



2015 godina

Projektni tim NVU Šarenica koji se nalazi u Pljevljima u ovoj godini imala je niz manifestacija koje je organizovala Opština Pljevlja

-regionalni dani meda koji se održavaju u Pljevljima

-dani sira

-prva kosa Crne Gore

-manifestacija mostovi spajaju ljude koja se održava na tari

- manifestacija mostavi spajaju ljude je kao i ostale tradicionalna s tim što se ova manifestacija održava na planini na mostu i učesće uzimaju i ostali izlagači iz Crne Gore.
- učesće na ovim manifestacijama podržavaju se još razne aktivnosti kao što je rafting rijekom tarom

Kao i svih predhodnih godina i ove godine potrudili smo se da iz svojih sredstava obučimo 15 žena tradicionalnim starim zanatom tkanjem i uspjeli smo da otkupimo vunu sa naših prostora i tako iskoristili sopstvene resurse

2016 god.

Dobijajući projektom CARE Internacionalisli donaciju z nabavku materijala i opreme za rad prodirila sam mogućnost napretka u radu. u okviru projekta CARE obisli smo prethodne dobitnike koji su iz Bosne i Hercegovine. Tokom trajanja pomenutog projektni timovi nas vode u obilazak organizacija koje su dobile donaciju obilazimo poljoprivrednu zadrugu Zena u mjestu Kravica opština Bratunac. fondaciju Lara iz Bijeljine. NVO Bolja Budućnost iz Tuzle i td, i one su korisnice projekta ekonomsko osnaživanje žena koje su se sprovodile u bosni i Hercegovini. Na kraju studijskog putovanja timovi su uzeli učesća na KONGRESU pod nazivom „socijalno preduzetništvo, izazovi i mogućnosti koja je organizovana pod pokroviteljstvom CARE-internacional. preporuke koje smo tada dobili bile su da prilikom apliciranja za projekte predstavnici udruženja i zadruge mogu zajedno aplicirati. Medjutim tada je neophodno odabrati dobre partnere.

Shodno tome u Pljevljima se otvara zanatska zadruga koja uzima pod zakup i gaji maline plantažno.

Dalje aktivnosti Šarenice se ogledaju u manifestacijama koje su na lokalnom nivou i to su

- regionalni dani meda koje se održavaju u Pljevljima
- dani sira isto tako regionalni
- prva kosa Crne Gore
- manifestacija mostovi spajaju ljude koja se održava na relaciji Pljevlja-Zabljak tačnije na mostu na Tari
- u ovoj godini napravili smo obuku za teže zaposljiva lica koje smo sami finansirali i to u tehnici tkanja i filca

2017 godina

Ovu godinu započinjemo sa sastankom na kome smo predočili aktivnosti za nstupajuću godinu. Sastanak saziva skupština organizacije na poziv direktorice i ove godine započinjemo obuke sa invalidnim licima i teže zapošljivim licima . Naša obuka se sastoji u izradi nakita, savladavanje tehnike tkanja, veza i tradicionalnog zlatoveza.

pored redovnih manifestacija kao što su

-prva kosa Crne Gore

-dani sira

-dani meda

-mostov i spajaju ljude

Šarenica na primorju učestvuje na nekoliko manifestacija na kojim se predstavljaju tradicionalni zaboravljeni zanati.

Mnogo važan odlazak u septembru mjesecu imali smo u Sloveniji tj, Celju na najvećem međunarodnom sajmu zanata gdje smo ostvarili zapažene rezultate.

U organizaciji Opštine pljevlja odlazim na veče Pljevljaka koje održava u Sarajevu gdje su učestvovali i poljoprivredni lokalni proizvođači.

2018 god

Kao i svake godine tako i ove Šarenica počinje obuke na kojima se učesnici uče starim zanatima kao što je tehnika tkanja, filca, veza, izrada nakita i zlatoveza čija se tehnika koristi u izradi narodne nošnje.

po završetku obuke učesnice izlažu svoje radove uz pomoć sekretarijata za društvene djelatnosti Opštine Pljevlja u svojoj Opštini.

kao i predhodnih godina redovne manifestacije na kojima učestvujemo su

-dani sira

-dani meda

-mostovi spajaju ljude

-prva kosa Crne Gore

i ove godine u septembru mjesecu odlazimo na medjunarodni sajam zanata u Sloveniju tačnije u Celju.

mnogo vazna manifestacija i odlazak na svjetski sajam zanata u novembru mjesecu Šarenica bude izabrana da predstavlja Crnu Goru. Sajam se održava na poziv ministarstva kulture Crne Gore i ministarstva kulture UAE . Naše gostovanje od 10 dana bilo je u Dubaiju gdje Crna Gora dobija visoka priznanja ujedno to je bio i dan državnosti UAE.

na ostalim medjunarodnim sajmovima na kojim smo učestvovali naše članice osvajaju prva mjesta i NIVO nagrade tj. najveće priznanje.

na tim manifestacijma ja dobijam i počasnu VICEVELEMAJSTORSKU diplomu

zvršna direktorica NVU ŠARENICA
Ljiljana Čepić

BULGARIA

АНАЛИТИЧЕН ДОКЛАД ЗА СЪСТОЯНИЕТО И ПРОБЛЕМИТЕ НА НАДОМНИТЕ РАБОТНИЦИ В БЪЛГАРИЯ – 2014 - 2016

Надомните работници са част от разрастващата се човешка работна сила, като повечето от тях са жени, работещи неформално, които са извън формалните системи на заетост и без социална сигурност, хора, които не са регистрирани. Ако отправим запитване към правителството, отговорът обикновено ще бъде, че липсват статистики за надомните работници; и че такива данни много рядко се регистрират от Министерствата на труда или синдикатите. Преобладава мнението, че надомната работа и неформалната заетост като цяло, е остаряла форма на труд, която не е част от модерната икономика. Всъщност е точно



обратното.

Във всички страни по света все повече хора работят неформално, като много от тях правят това по домовете си. С глобализирането на икономиката все повече хора се трудят извън официалните работни места, като имат малко права и страдат от липсата на икономическа и социална сигурност. Не всички от тях са надомни работници: улични търговци, продавачи на риба, домашни прислужници и други големи групи от неформалния труд. Но надомните работници са най-невидимата група, тъй като повечето от тях са жени, работещи в собствените си домове.

Какво представлява надомната работа?

Надомната работа се извършва в или около дома срещу парично възнаграждение. Различава се от домашната работа, извършвана за семейството без заплащане, както и от домакинската работа (чистене, гледане на деца), практикувана за работодател в къщата на жените. Някои надомни работници получават поръчките си от посредник, подизпълнител или работодател и работят според инструкциите. Тези хора са заплащани обикновено на парче и са наричани най-общо надомни работници или работници с възложител. Това е често явление в много индустрии, като например шивашката, обувната, електронната, мебелната и др. Други произвеждат стоки, които проектират и продават сами, като те обикновено са заетийски произведения – бродерия или плетене. Въпреки това, в реалния живот много от тях вършат и двата вида работа, в зависимост от разполагаемите ресурси.

Кои са надомните работници?

Надомните работници съществуват в много различни страни и общности по света. Модната индустрия все повече използва трудоемка работа и в развитите страни, и в компании, намиращи се в тези напреднали държави. Същевременно традиционните заетийски или икономически дейности в селскостопанските райони се приобщават към глобалната икономика.

Надомната работа се среща както в градските, така и в селските райони. Във втория случай (в селските райони) тя често е свързана с други стопански дейности. В страните от Източна Европа висок дял от надомните работници са хора над средна възраст, съкратени от затворените промишлени предприятия или от малцинствени общности без образование и квалификация.

Категоризация на надомните работници според статуса им в заетостта

Феноменът “надомна заетост” не отминава и България. Трябва да се отбележи, че надомната работа под контрола и управлението на държавата като платена форма на труд, се използваше и през периода на социализма. В новите икономически реалности, с навлизането на пазарните механизми в икономиката, надомната заетост отново придобива смисъл, но в съвсем различна светлина. Тази форма на заетост се осъществява извън наблюдението, отчитането и контролирането на държавата. Изразява се в многообразни прояви и функционира напълно или до голяма степен в неформалната икономика. Надомните работници са подложени на твърде различни условия на труд и продължителност на работното време. Могат да се характеризират като случайни работници, като наети от един или повече работодатели или като лица, реализиращи стоки и услуги собствено производство.

Категоризацията на надомната заетост, а оттук и на надомните работници, е трудно осъществима, но наложителна задача, защото в практиката се използват твърде много, при това различни по характер класификации.

Анализирайки надомната заетост в тесен смисъл, в международната организация за надомен труд, ХоумНет, се е наложило мнението надомните работници да се разделят на две основни групи – **надомни работници на парче и надомни работници на собствена сметка.**

Надомните работници на парче имат споразумение, в повечето случаи устно, с даден работодател (възложител) или посредник за извършване на определени дейности. В това споразумение обикновено се фиксира срока за извършване на работата, размера и формата на заплащането. Работата се извършва в помещения извън производствените сгради на работодателя, обикновено в собствените домове.

Надомни работници на собствена сметка са тази категория физически лица, занимаващи се със селскостопанска дейност в собственото стопанство, извършващи занаятчийски услуги, и друг тип услуги с личен труд или упражняващи свободна професия.

В настоящата работа по проект: „Сигурност чрез закона, гъвкавост чрез колективно трудово договаряне” целта на изследването е да установи достатъчно представително (10 административно-териториални единици в България) следните обстоятелства:

- Какви форми на надомна работа се срещат - предприемачество (преобладаваща частна инициатива) или наемане на работници за извършване на възложена им работа от външен възложител. И за двете е характерно извършването на работата с оглед крайния продукт в домашна обстановка(при възприето по-широко разбиране за понятието „домашна”).

- Кои са възможните субекти на тези отношения и как се организират връзките, отношенията между тях. На каква правна основа се развиват (условия, режими на работа, възнаграждение, данъчни и осигурителни режими, рискове, други в тази връзка)?

- Какви проблеми се срещат в практиката по осъществяване на надомна работа - става дума за субектите на тези отношения?

- Какви виждания и очаквания има от пристъпване към правна регулация на тези отношения?

Даваме си сметка за трудностите, които биха съпътствали подобно изследване, но тъкмо те са предизвикателството, което ни насочи към проучването на този многопластов, сложен проблем.

Конкретните критерии при анализ на данните, приети от нас при това изследване, са следните:

- 1. Пол и възраст**
- 2. Вид работа**
- 3. Начин на работа**
- 4. Условия на труд – колко често се възлага работата; използване на вредни за здравето вещества;**

5. **Работно време**
6. **Вид доход – хонорар или трудово възнаграждение**
7. **Други форми на заетост**
8. **Членство в организации**

Тезата, която защитаваме в разработката, може да се очертае приблизително по следния начин: надомната заетост е нов и неизучен от икономическата теория феномен; тя се нуждае от изчерпателно комплексно изследване и създаване на инструментариум за нейната отчетност, оценка и анализ; резултатите от надомната работа трябва да се изведат "на светло" и да бъдат включени в основните макроикономически показатели; в този смисъл надомната заетост следва да бъде законово и нормативно регламентирана.

Анкетирани са 525 надомни работници от 10 района в страната. Въпросите в анкетата са обединени в няколко раздела: данни за работата и работодателя, посредника, компанията; данни за реализацията на продукцията; мотиви за надомна работа; условия на труд и трудови взаимоотношения; възнаграждения и работно време; осигуровки, застраховки. От анализа на анкетните листи /виж: Таблица 1 и Таблица 2/ и от лични наблюдения на сегашния етап стигаме до няколко заключения:

1. **Голяма част /51,2%/ от надомниците са на възраст между 50-65 години.** Обикновено това са безработни хора на средна възраст, които са принудени да се преквалифицират в надомници. Те се опитват да овладеят такъв вид труд, който изисква малки предварителни вложения.
2. **Най-голям брой надомници се оказва,** че са тези, които се занимават с видовете труд по списъка на занаятите /277 човека/. Според този списък, утвърден със Закона за занаятите, броят на занаятите в България е 129, а ние установихме, че 61 от видовете труд се работи надомно.
3. **По-голямата част от надомниците /289 от 525/ сами произвеждат и реализират продукта,** а има и такива, при които се срещат и двете форми. **Срещат се надомници,** които работят с възложители от чужбина. При тях контактите се осъществяват чрез посредник или чрез представител. При някои от тези наети работници трудовите взаимоотношения са уредени с трудов договор /15 от 236/. Надомниците са доволни от възнаграждението си, но през последните 2-3 години страни като Югославия, Македония, които не са членки на ЕС, създава възможност за конкуренция и води до намаляване обема на работа.
4. **Работното място** не е съобразено с изискванията за здравословни и безопасни условия на труд. Никой не контролира производствения процес, той изцяло зависи от възможностите на надомника. При работа вкъщи голяма част от надомните работници използват вредни вещества – бои, химикали, лепила, прах и торове. В много от случаите производството е в кухнята на надомния работник.
5. **Работното време при надомниците** е от 9-12 ч. без прекъсване, а при поръчка и повече. Голяма част от тях /51,2%/ не само създават продукта, но и сами го продават. Това им отнема цялото време – около 14 часа, и то постоянно.
6. **Надомният заетост в България** е ненаблюдавана законна неформална дейност. От 525 анкетирани – само 15 човека работят на трудов договор, макар и на непълно работно време. Трудът на надомниците не само, че не е узаконен, но не е и осигурен. Само 2,8% от работещите надомно са осигурени, според българското трудово законодателство. Останалите 97,2% не са пенсионно и здравно осигурени. Има хора, които работят надомно – 10-12 години, и са над 50 год.
7. **В България няма статистически данни за този вид труд,** а се оказва, че в малките градове, където не работят промишлени предприятия, надомните работници на собствена сметка в сравнение с тези с възложител са повече /около 86%/.
8. **Надомният труд в България не е регламентиран и защитен от Закона.**

Синдикатите нямат право да се намесват в трудови спорове между възложители, клиенти и надомници. На отделни места председателите на местни синдикални организации помагат само с юридически съвети при оплакване от страна на наетите.

Подобни изследвания са правени и преди това – първото за периода 2002 – 2003 г., второто – 2006 – 2007 г. Какво е общото и различното?

Първото изследване беше съсредоточено в Югозападна България с градове: Петрич, Сандански, Благоевград и Гоце Делчев и отчасти в Североизточната част – град Русе. Проучването се правеше за пръв път в Източна Европа и в България, бяха анкетирани 250 надомни работници.

Второто се проведе в цяла България, с 500 надомни работници.

При обобщаване на данните от двете анкети се оказа, че:

1. Също голяма част от надомните работници са на възраст над 50 години;
2. Нито един надомен работник не работи на трудов договор – сега има 15 човека, работещи с договор;
3. Броят на работещите с възложител и на собствена сметка, без да ги подбирате, се оказва равен;
4. Работното време при тези с възложител, особено в леката промишленост в Югозападна България, беше много повече, отколкото тези, работещи на собствена сметка – седмично 96:72 часа;
5. По отношение на работното място няма промени – надомният работник сам определя помещението, където ще се труди;
6. И преди, и сега надомният труд е в неформалната икономика. За него няма статистически данни или законови норми. Единствената утеха на надомните работници сега е, че, все пак, България ратифицира Конвенция 177 на МОТ за надомния труд.

Според доклада на Съвета на Европа надомната работа през 90-те години на миналия век е била най-разпространена в Италия и Испания. Тук се споменава също, че информация за надомната работа обикновено има в страните, в които съществува специален закон за надомната работа, или са налице специални разпоредби за контрол на надомната работа, както е в Австрия, Германия, Холандия, Норвегия и Ейре, дори и когато тези изисквания не се спазват (Ейре, Холандия и Норвегия). В Белгия, Гърция и Турция въобще не са правени опити за официално определяне на броя на надомните работници. Отбелязва се също, че се активира използването на надомници и извън индустриалното производство. Констатира се и високия процент на жените сред надомните работници. Отбелязват се относителни дялове от 70% във Великобритания до 90-95% в Германия, Гърция, Ейре, Италия и Холандия.

Във връзка с горната информация на 27.05.1998 г. Европейската комисия утвърждава препоръки за ратифицирането на Конвенцията за надомния труд от всички страни в Европейския съюз. Така, според Комисията, ще се

осъществи бъдещото ефективно законово регламентиране на надомния труд и постигането на равенство във възможностите между мъжете и жените надомни-работници. Аргументите са, че високата степен на защита, която предоставя Конвенцията е в унисон с приоритетите на Социалната програма, предприета в Еврозоната, чийто фокус е насочен към подобряването на трудовите условия на надомните работници, както и със заложеното в Европейската стратегия за заетост равенство на възможностите за труд пред двата пола.

България като пълноправен член на Европейския съюз също ратифицира Конвенцията на МОТ и, може би, ще бъде първата Източноевропейска страна, която ще извърши законово регламентиране на надомния труд.

Garment industry in Bulgaria – sewing sweats hop for Europe (project from CCC)

The garment industry is a major employer and exporter in Bulgaria. The biggest export markets for garments “Made in Bulgaria” are Germany and Italy with about 25% each, followed by Greece. About 100,000 people work in the garment industry in registered employment. In addition to this, an estimated 50,000 workers work under semi-formal or informal conditions with no labour contracts or with contracts that do not reflect the real employment in terms of working hours and wages, without social insurance protection and without any employment security. These workers may work in factories or at home. In many areas of the country, garment manufacturing is the only job opportunity.

Women make up 86% of the workforce. The industry is concentrated in the south west and southern central regions. More than 80% of the garment companies are owned by Bulgarians. Garments are exported under the Outward Processing Trade scheme (“Ishleme”/ “Lohn”-System) and subcontracted by Turkish, Greek and Western European buyers. Many major European brands and retailers sell garments produced in Bulgaria.

While the sector carries a high weight for the national economy in terms of employment and exports and it supplies most European fashion brands, it is unable to lift its 150,000 workers out of poverty. The approximately 30,000 home-based workers in the sector are particularly vulnerable to poverty as well as any kind of abuse and illegal practices.

According to national statistics, the salaries in the garment industry are the second lowest compared to other sectors⁷ - the lowest wage is earned in hotels and catering, the highest in mining. Not only are wages in the garment industry very low, the gap to the highest wages is ever increasing. The garment sector is notorious for violations of the law and for meagre remuneration.

Barriers to organizing

A collective bargaining agreement is concluded on behalf of the two labor unions. But it could only be applied in places where the labor unions have a syndical organization.

Labor Confederation “Podkrepa” has about 2 000 members in the textile industry and organizations in large tailor companies /for example Pirin-Text”/.

CITUB /Confederation of Independent Trade Unions in Bulgaria/has approximately 3 500 members in the textile industry and organizations in medium and small enterprise companies.

Why do labor unions have insignificant influence in the textile industry?

In Bulgaria, 92% of tailor work is done on commission and the Bulgarian employees in the Bulgarian industry are usually subcontractors of Turkish, Greek, or European principals.

The Bulgarian subcontractors, acting as employers of seamstresses, do not take part in employer organizations.

Collective bargaining agreements (CBAs)

Overall, the overview of the operating collective bargaining agreement in 2010 has shown that they are not effectively performing their functional for protection of the workers, because the practice for extension of collective bargaining agreement in Bulgaria protects the interests only of enterprises who have made them, at locations where syndical organizations could be found. The collective bargaining agreements have become a main source for protection of the rights and interests of the wage workers. The labor unions now agree to a much more extensive scope of issues in comparison to previous years. In many enterprises, they manage to agree more favorable conditions than the ones set forth in the Labor Code and the branch collective bargaining agreements on a series of issues – work salaries, benefits due to work conditions, bonuses for increased productivity, leaves, work hours, nursing of children, etc.

From 2002 and to date, the “Textile” branch concludes collective bargaining agreements by and between the Branch Union of Textile Manufacturers /BUTM/ and the Federation of Independent Trade Union Organizations in the light industry – CITUB /NSOLI/, Light Industry **Federation** of LC “Podkrepa” /LIF of LC “Podkrepa”/. However, its extension only refers to members of the two syndicates, approximately 5 500 workers. However, a total of 140 000 people work in factories and approximately 30 000 work from home in the textile industry.

According to the Labor Code, article 51b, paragraph (4) When the collective bargaining agreement

on sector or branch level has been concluded by and between all of the representative organizations of workers/employees and employers in the sector or branch, by their own general request, the minister of labor and social policy could extend the application of the agreement or its separate provisions in all of the enterprises in the sector or the branch. But in practice it never happens.

Legal and practical barriers to collective bargaining

In 2012, in Bulgaria, a total of 42 collective bargaining agreements have been concluded. As expected, the predominant number of them (28) is in the public sector. It is difficult for the labor unions to organize the workers of the private sector, and especially in the “Textile” branch of the private sector. This is caused by the fact that most companies are subcontractors for foreign representatives and do not take part in employer organizations in Bulgaria.

Relations between social partners at enterprise level shall be decisive for the efficiency of conducting negotiations and conclusion of collective bargaining agreements.

The main difficulties, which the labor unions encounter in their relations with the employer, shall be caused mainly due to the failure to fairly comply with or breaching by the employer of clauses of the CEA and refusal to provide access to information required for the collective negotiations.

The impediments in the processes of negotiations in the enterprises have also been caused due to obstinacy and displays of anti-syndicalism on behalf of some employers, who have refused to negotiate under the pretext that a National Framework Agreement has been concluded by and between the national level representative organizations of the workers/employees and the employers.

Despite of the established civilized industrial relations between the social partners, the results of the negotiations are quite insignificant and one of the goals of the collective agreement is not achieved – to be a mechanism for equilibrium between labor and capital.

Seamstresses for his life

Nikolina’s story – home-based seamstress

“I dream of being able to see a dentist”

I have been working as a seamstress since I graduated from secondary school. I have a family and two children. I have been working for the company for 10 years. I can work on all machines and I have always worked overtime because I was always underpaid.

Three years ago our salaries were paid with a delay of two months, we didn’t work regularly. Some of the workers were dismissed. They said if we want to stay employed, we have to take home work and continue working at home. This is how I became a home-based seamstress. I am still sewing at home. At home, I have two machines from the company: one is an overlock sewing machine and one a standard sewing machine. I work two or three different operations depending on the model. At the moment, we are overloaded with work, which is why I work almost the whole day. I earn 500-600 BGN (256-307 Euro) . But I only sleep 4-5 hours. Usually, my day looks like this: I get up at 6.30; I drink coffee with my husband; after that I send my younger child to school; I set up something to be cooked and I start to work on the machine. All day long I work without any lunch break. At around 16.00 I have a coffee and continue with my work till 20.00 when we gather together for dinner. I rest a bit and after 21.30 I continue with my work till 1 or 2 in the morning. To some extent, I am happy with that because my son is a student and my husband receives a low wage – 300 BGN (153 Euro). He works as a guard.

Life in Bulgaria is very hard; the cost of living is high. Despite this very hard life, I like my profession as a seamstress. This is my life. My dream is for my work to be better paid so that I

don't have to work so much, to have social security benefits and to be able to buy something for myself or to be able to see a dentist.

Natalija's story – factory worker

“It's a constant struggle for life”

I have been working in the garment factory for seven years. Before that, I worked in several other garment companies but the remuneration there was even lower. I am a single mother of a son. In this company, the remuneration is better even though our wages are sometimes one or two months late. We signed contracts for 8 working hours a day, but sometimes we work even more than 10 or 12 hours. And we work on Saturdays – sometimes even on three consecutive Saturdays.

According to the Labour Code we should just work 160 hours in a month but we work up to 238 hours a month. For the additional 78 hours, we don't receiving anything. The managers' attitude towards the workers is very bad; they are shouting and insulting us. You should work like a robot, without talking, just working. Actually, it is us who work for the managers' salaries.

The conditions at the work place are very bad; in summer time, it is 38-39 degrees and the air conditioning is not allowed to be turned on. Some seamstresses collapsed, they couldn't stand this heat anymore. During winter, it is only 10-12 degrees, the heating is on for a short time in the morning and in the afternoon only.

I work here only because there is no other work in the city. At least, I have a labour contract and I am covered by social security schemes. When I started working, I signed a contract with a wage of 600 BGN (307 Euro) because I graduated from a vocational school and therefore I am not unskilled. But in the end, I received 400 BGN (204 Euro). I got deductions, “punishments” and “fines”, for example for being late for work after lunch break, for talking with a colleague or for an unpaid leave of 10 days.

I was not informed about this at all. When you complain, they say: “Well, why didn't you use your leave”. They are dismissing whomever they want by forcing the women to sign that they are leaving voluntarily. They are threatening us with legal actions.

We produce for famous brands like Zara, Levi's and H&M. Our boss is constantly saying that we are a European company established according to European standards and European levels of remuneration. How cynical! I do not want to risk my meagre wage and end up on the streets.

Therefore, I prefer to be silent and say nothing; I prefer to be exploited and humiliated. I live with my mother who is handicapped and receives a pension of 125 BGN (64 EUR), but at least I have someone to care for my child when I am working 12 hours a day. I come back home tired. I do not remember when I last watched a movie or went to the theatre; I have not been out with friends in a restaurant or café; this is like a dream for me. My wage is enough for covering my basic needs, costs of water, electricity and food. For everything else, there is no money left. When I am on annual leave, we cannot afford to go on vacation. During that time, I work for the company from home – I sew on zippers on pants. I am very short of money. I am very grateful for the help of my good colleagues; they give me clothes for my child for free.

My life is work and caring for my mother and my son. I don't have any personal life. If I was alone, I would leave for Spain, but now I have responsibilities towards my family. I live with the hope that someday my life will change, that I will receive a wage that I deserve for the heavy work I am doing. I would work eight hours a day, I would go on vacation, to the cinema and the theatre. My son and my mother would be smiling more frequently.

THE INTERNATIONAL FESTIVAL FROM HNEE FOR THE THIRD CONSECUTIVE YEAR – 14 - 17 July 2014

On 14.07.2014, the International Festival of home producers from Eastern Europe was opened for the third consecutive year

Organizers of the event were the Association for Development and home production and Sofia Municipality

The long term aim is to enable home-based workers in Eastern Europe to improve their livelihoods, gain access to social protection and exercise their rights. This can be achieved through the development of strong democratic, representative and sustainable workers' organizations (trade unions, associations and cooperatives) capable of effective advocacy and negotiation with local and national governments, inter-governmental organizations, employers and civil society.

1. long-term:

- Legal regulation of home work in both its forms - employed and self-employed;
- International recognition;
- The development of the united markets.

2. Current

- Creation of national structures in all countries;
- Classification of home work;
- Ratification of Convention 177;
- Promote the network in different countries.

Tasks:

1. Continually inform and consult home workers in employment issues;
2. Interaction with local authorities and government for legislative changes in the field of home work;
3. Search finances to support the organization;
4. To organize national statistical surveys of home work;

Activities:

1. Formation of cross-border centers;
2. Syndicate of home workers;
3. Organization of fairs, festivals and exhibitions;
4. Building online store - homemadeware.org
5. Opening shops for exchange of home-based production.

ANALYTICAL REPORT ABOUT THE CONDITIONS, PROBLEMS AND ORGANIZATION OF THE HOME-BASED WORKERS IN THE HOMENET EASTERN EUROPE, 2014

1. Background

Home-based workers are part of the growing human labor force, with the following characteristics:

- Working informally, ie outside the formal systems of employment and without social security
- Not covered by the various registration systems,
- Mostly women.

The categorization of home-based employment, and hence home-based workers is a difficult, but indispensable task, because a lot of different classifications are in usage. Analysing the home-based employment in the narrow sense, has divided the home-based workers into two main groups:

- Homeworkers working by-the-piece (ad hoc, taskwork, jobwork)
 - Home- based workers self-employed

Homeworkers by-the-piece have an agreement, in most cases non-formal, with an employer (contractor) or an intermediary to perform certain activities. This agreement is usually for a fixed period of work, size and form of payment. Work is performed outside the premises of the employer's production buildings, usually in the workers' own homes. Own-account home-based workers are individuals working for themselves (self-employed), for example agricultural activities in their own small farms/ small holdings, craftspeople, those rendering personal services or freelancers producing a variety of products to sell.

In the Balkan countries no comprehensive, in-depth research has been conducted, by which to establish conclusively the existence, status, key features (including their classification in the two above categories) and problems faced by the home-based workers. If the official government statistics authorities are asked about the number of home-based workers, including homeworkers and own account home-based workers, the reply is that there is no methodology or legal regulation and as a result - no statistics in this area. No one denies, however, that the category exists.

Therefore, in preparing the study we had in mind that:

- Home-based employment is for the Balkans a new and unexplored economic phenomenon;
- Requires a comprehensive integrated research project and the creation of tools for its reporting, assessment and analysis;
- Results from the research on home-based work should be brought "to light" and be included in the main macroeconomic indicators;
- Home-based employment should be legally regulated.

The reality of this "atypical" form of employment suggested a need for an examination of Home Work in its two manifestations (employment and own account). Therefore, the mapping aimed to:

- Produce a sufficiently representative survey of home-based workers in the Balkan countries, which is made for the first time;
- Deepen our knowledge about the scope and nature of home-based work,
- Establish an information base to be used for organization and representation of home-based workers at a local and international level;
- Create a sound vision for the establishment of a legal base, regulating this kind of work;
- And not least to help overcome the isolation of the home-based workers.

It should be pointed out that the study of problems of home-based workers has its specifics and there are some differences from other types of studies in its objectives and the process of gathering information. This is mostly due to the embarrassment and the reluctance to fully share their problems, relationships etc. exhibited by the respondents, which in turn requires specific attitudes by the interview teams.

2. The Study

Under the current project: "HomeNet East Europe - the network of home-based workers" the main purpose of the study is to establish in a sufficiently representative way the following facts:

- What forms of home-based work are there in the countries selected ?
- Who are the workers and who are the employers or other stakeholders and how are the links, relationships between them organized?
- On what legal basis are they developed (conditions, operating modes, remuneration, tax and social security regimes, risks, others in this respect)?
- What problems are encountered by workers in the process of home-based work?
- What views and expectations are there towards a legal regulation of home-based work?

We realize the difficulties that accompany such a study, but being a challenge, it gives us the opportunity to uncover the problems on the spot. The specific criteria for data analysis employed by us in this study are the following:

1. Gender and age of workers
2. Type of Work: own account or employment
3. Way of working

4. Working conditions – for example how often is the work assigned, is there use of substances harmful to health;
5. Working hours
6. Type of income – regular salary, payment by piece, income from sales
7. Other forms of employment
8. Membership in organizations.

500 homeworkers were interviewed from 3 Balkan countries, Albania (150), Macedonia(150) and Turkey(200). The questions in the survey are grouped into several categories: data on the work and the employer/intermediary/contracting company, data about the products, reasons for home-based working, working conditions and labor relations, remunerations and working hours, social security, insurance.

3. Findings

From the analysis of the questionnaires (see Table) and personal observations at this stage we come to several conclusions:

Home-based workers

A majority of home-based workers are own account workers (85.5%) producing and selling their own products. 82% of all the home-based workers (own account or employed) are aged between 30-55 years. Usually these are unemployed middle-aged people who are forced to retrain as home-based workers. They are trying to master the kind of work that requires little prior investment. Under a particularly high unemployment and low incomes environment home-based employment is one of the alternatives to counter these negative trends. Part of the population consciously seeks job opportunities through home-based employment.

As in times of crisis, which is the case with the current research, as well as under normal development of the economy (as was the situation in previous studies) the highest proportion of home-based workers are middle-aged people /men and women.

Foreign Contractors

Intermediaries are different companies in Albania - Italian firm; in Macedonia - Greek firm. These contracts are made through an intermediary or agent. Some of the businesses have moved to countries such as Albania , which are not EU members, which creates an opportunity for competition. In Turkey -it has been found that the industrial sector places very few orders/contracts with homeworkers

Working Conditions

Workplaces do not comply with health and safety regulations. Nobody controls the production process, it entirely depends on the worker. Most of the respondents (87.5%) used a work space in their home, which is also used by other household members. Only 12.5 percent work in a separate/special place in the home or near it.

Total survey data recorded by the interviewers shows that home-based workers work under poor working conditions, without any organization of production and labor, under low labor productivity and use mostly manual labor, not requiring special qualifications.

When working at home many home-basedworkers use or are exposed to hazardous substances - paints, chemicals, adhesives, dust and fertilizers. In many cases, production is in the kitchen of the home-based worker.

Working Hours

The working hours for 95% are between 9 and 12 hours without interruption, and when a large order is at hand - even more. Because most are own account workers, their working time is prolonged, because they need to perform multiple activities: procurement, production, marketing

and sales.

Markets for products

The self-employed worker himself must buy materials to produce his own product and sell it. These activities are prohibitive for a person and this creates production surpluses. Self-employed homeworkers in all Balkan countries create excellent products without having researched the market and the need for them. They all create products without knowing the needs of the market.

Laws and Social Security

Home-based employment is unsupervised by law, and is an informal activity. The work of the home-based workers is not only not legally regulated - it is also not secured. There are people who have worked from their homes for 10-12 years, and are over 50 years of age.

At the end of 2012, Macedonia has ratified Convention 177 . Started negotiation with the government to act. In Albania has ratified Convention 177, but the government has no relation to home workers . In Turkey, it is very difficult to talk about the ratification of Convention 177 . No trade union or any other organization protects the rights of the home-based women workers in Turkey.

The study shows that this home-based work ('employed' and self-employed), is the result of an oral agreement or contract between citizens and companies to manufacture and supply goods produced in the home of the worker or in a space rented by her/him. Employer / contractor does not control the labor costs of homeworkers and the conditions under which they operate. That is, in almost all cases, relations are organized on a contractual (commercial) basis between the contractor - worker, although in some cases the underlying relation is a typically labor one.

Statistics

None of the countries have official statistics on this type of work, but our survey reveals that in small towns where no industry exists, own account home-based workers prevail in comparison with those with a contractor (86%).

Problems faced by Home-based workers

Problems and difficulties arising from this, and faced by both home-based worker types are somewhat similar.

- Home-based workers are often forced by circumstances to work for low pay without a contract and social security payments.
- They must cover basic production costs on their own – furnishing/renovating the workspace, lighting, heating, purchase and maintenance of facilities and equipment, etc.
- Most self-employed home-based workers, except for highly skilled professionals, gain limited access to, and are not competitive on, the relevant markets.

4. Conclusions And Recommendations

Through the survey data we are able to say that:

- Problems relating to home-based jobs have been largely uncovered, identified, and this allows us to seek ways and approaches to solving them;
- The results confirm the relevance and urgency of the measures that need to be taken, in order for the problems to start being resolved - if not all, at least the main ones.

At the risk of repeating ourselves, in order to summarize the findings of the study, some important conclusions about the nature, form, function of the home-based work should be pointed out. For us they are:

1. It is dominated by women and middle aged people, some of them retired.
2. It provides an alternative to unemployment and low incomes in times of crisis.
3. It has the ability to perform social, economic and integration functions.

4. It is unregistered, uncontrolled and not counted, for the most part.
5. It is an unsupervised component of the informal economy, which is in the majority.
6. It is growing under conditions where there is a lack of legislation and regulations.
7. It does not require large amounts of investment, so that it attracts mostly low income people.
8. Working conditions are extremely poor, in most cases without social security and health insurance, without sickness pay and annual leave.
9. There is a very high risk of fraud (by employers), low pay and an under-appreciation of the labor of home-based workers.

Perhaps the survey results can be interpreted in another way, but the overall picture is always negative. Therefore, formalization of home-based employment can be achieved through its legal regulation, which will make it a part of the official economy. At the same time, besides the findings of this study, as a starting point for seeking ways and approaches to solving problems of home-based workers, we have CONVENTION № 177 of the ILO.

Given our findings and conclusions, it is imperative to take appropriate practical measures for developing and adopting of legislation aimed at easing and regulating home-based work in its two main forms. In order to do so, we should clearly outline the characteristics of both types of work.

Firstly, for those defined as “own account” workers, who are in the majority, the relationship between them and potential contractors/suppliers is organized on a commercial basis. Some could be registered in a formal way through contracts containing standards, requirements for organizing their activities and accountability for tax and social security. For example the self-employed who are producing for the same entity could enter into such a contract. In this case the income received by the home-based worker is calculated based on the value of output produced in the home-based employment, without regard to the amount of labor employed. In the second case, that of the homemaker, conventionally defined as a "by-the-piece" worker, the income received by the homemaker depends on the volume of the completed work, measured by the amount of labor invested in its implementation. There, the homemaker is clearly dependent on an entity, usually defined as the contractor, but in fact and in view of the characteristics of the relationship that is created, is an employer. In this case, we can definitely talk about an employment relationship.

FLOW Progress report



Securing Economic Rights for Informal Women Workers

Reporting period April 2014 - June 2014

1. Introduction

The International Organization HomeNet Eastern Europe, which has been dealing with problems of workers in the informal economy for two years, unites 12 organizations. The main issue which united representatives of organizations is the lack of legislative regulation of homeworkers. Another tough problem that these workers experience is the inability to sell their products.

After the democratic changes in Eastern European countries were established organizations that have different history, structure and approaches. The common between them is the strive to reach groups of workers who are not yet organized.

Home Employment for the Balkans is a new and unexplored economic phenomenon. It needs a comprehensive and complex study of the creation of tools for its accountability, assessment and analysis. Results, products of home-based work must be brought "to light" and be included in the

main macroeconomic indicators. In this sense, home-based employment should be legal and legislated.

2. Terminology of home-based work

Homeworkers or home workers are defined as people working from their homes or from other premises of their choosing other than the workplace, for remuneration, which results of a product or service specified by the employer, subcontractor or intermediary. Homeworkers do not own or operate the business they work for. They are usually paid per piece produced and supplied with raw materials, design and instructions for the making of the respective product. They do not employ workers on a regular basis. (This is the main group covered by the ILO definition and the ILO Home Work Convention.)

The above definition is not quite precise and there are a number of variations depending on the conditions in the different countries.

The same refers to the terms “per piece payment” and self-employment /own account. Working “on one’s own account” is equivalent to “self-employment”. Here we prefer to use the “own account” term since the notion better illustrates the fact that many of these workers are in fact poorer than the per piece workers, especially in the rural regions. In certain cases the term “self employment” is associated with professionals, free lancers and businessmen.

Home-based workers offer own account goods and services from their home and are paid in cash in return. They have to trade/sell their products by themselves. Although from a juridical point of view they may seem as self-employed and independent, in many cases they are economically dependent and in a weak market position. Usually they design their products themselves and provide their own materials.

The problem with these home-based workers is to find the borderline between own account and small home-based business. Probably this differentiation should be made in each country according to local situation and conditions. Nevertheless, own account home-based workers are in general poor workers who manage to earn just means for their living with the money they get. They do not hire others but may have unpaid family members working with them; they do not invest capital in business.

3. Securing Economic Rights for Informal Women Workers with the financial support of WIEGO

The programme emphasizes strengthening the voice and organized leadership of informal workers, sensitizing policy makers to their issues, and building the capacity of membership-based organizations of working poor women to advocate for policy and practice change that can improve their lives. In this way, the project addresses poverty and gender inequality.

In broad terms, the goal of WIEGO and its partners will be to assist working poor women employed in the informal economy to gain economic self-reliance and increase their participation in politics, governance and management

The programme will also build capacity among the leaders of informal workers’ organizations, especially women, to exercise surveillance over how economic and social policy decisions affect the informally employed in their communities. This will include educating women about the decision making process of governments, about how spending allocations are decided, and on how citizens can participate in those decisions. The programme will directly empower women leaders of organizations to conduct targeted, issue-based and effective advocacy campaigns.

In addition, the programme will create spaces for dialogue, exchange and mutual learning among policy makers and informal economy actors to foster a better understanding of mutual goals as well as points of departure and, ultimately, bring about more responsive policies for the working poor.

Through enhanced organization, education and interaction the programme, women will gain strength in their communities, sectors and organizations. As they achieve positions of leadership, they will be empowered to positively address the insecurity that affects the daily lives of many more women.

Participation of organizations from Eastern Europe HoumNet project FLOW for the period 2014 - 2015, shall have to:

1) Project Objectives:

As part of the FLOW Project, Element 4, the overall objective is to build and strengthen representative organizations of home-based workers, to empower women leaders in Eastern Europe and consolidate and expand the regional network.

2) The immediate objectives are to:

- Continue supporting the organizational strengthening of home-based workers' organizations in Macedonia, Albania and Turkey;
 - Help strengthen organizations of HBWs in Serbia and Montenegro
 - Support democratic trade unions in Ukraine and in Georgia to organize home-based workers
 - Help develop stronger women leaders of HBW organizations
 - Provide support for own account HBWs to develop their marketing and business skills
- Achieve national policy or legislative improvement in at least one East European country or achieve ratification of Convention 177 in one country
- Achieve ratification of the ILO Convention 177 in at least one country
 - Strengthening relations with the home-based workers in Asia and other countries and with WIEGO.

For the period April 2014 - June 2014 participating organizations HoumNet Eastern Europe may consider the implementation of the objectives and activities as follows.

ANALYTICAL REPORT ON THE STATUS AND PROBLEMS OF HOMWORKERS OF RESEARCH PROJECT "FLOW" - 2015

I. Introduction

HoumNet Eastern Europe is a new network of organizations of homeworkers established in 2012 to support the organization of homeworkers.

Since 2012 HNEE has been working on a project of WIEGO, to provide homeworkers and other employees in the informal sector with decent working conditions and guarantees of basic economic and social security. For this purpose, the network is trying to increase the visibility of home workers and support their initial organization to help them become bigger power of their collective voice and have opportunities to negotiate.

Mapping program is an integral part of the plan of the network in 2014. The objectives of the program for mapping in four member states HNEE are:

To allow current members of HoumNet to identify the nature of home work carried out at local level as well as the problems associated with it;

To facilitate the organization of the lowest level;

To provide an information base to be used for actions in defense of home work

II. Homeworking in Serbia, Montenegro, Ukraine and Georgia

Categorization of homeworkers according to their status in employment.

Categorization of home-based employment, and hence of home workers is difficult, but imperative task, because too many different classifications are used. Analyzing Home Employment in the strict sense, the international organization for home work has decided to divide homeworkers into two main groups- homeworkers on contract and homeworkers own account.

Homeworkers on contract have an agreement, in most cases orally with an employer (purchaser)

or middle man to do certain activities. This agreement normally fixes the deadline for completion of the work, the amount and form of payment. Work is done in premises outside the employer's production facilities, usually in their own homes.

Homeworkers own account are that category of individuals engaged in agricultural activities on their own farmlands, doing craft services, and other types of personal services, or freelancers.

- In this work the objective of the study is to establish a sufficiently representative (500 cards) the following circumstances:

- What are the possible subjects of these relations and how to organize relations, the relations between them. On what legal basis are developed (conditions, modes, remuneration, tax and social security regimes, risks other in this respect)?

- What problems are encountered in the practice of implementation of teleworking - it comes to subjects of these relations?

What views and expectations have by starting the legal regulation of these relations?

In different countries different numbers of respondents homeworkers have been interviewed - Serbia and Montenegro - 100 homeworkers and Ukraine and Georgia - 150 homeworkers. The questions in the survey are grouped in several sections: data on work and the employer, the middle man, company; data for marketing; reasons for teleworking; conditions of labor security, insurance. From the analysis of inquiry lists / see: Table / and reports we come to several conclusions:

№	Criteria	Montenegro	Serbia	Ukraine	Georgia
1.	Gender and age and type of work	100% are women. Much / 53.4% / of them are aged between 40-65 years. These are unemployed middle-aged people who are out of work and who have turned their hobby into a profession.	67% are women, between the ages of 35-50 years. They are concerned with handicraft and agriculture.	100% women aged 25-55 have been mapped in Kiev and the nearby provinces. They carry out various types of home-based work.	75% are women aged 30-55, and making original handmade products.
2	Way of working	Homeworkers mainly women alone produce and market their products. But sometimes they receive orders from abroad. The contacts between them are made through an intermediary or through a representative of the government or local authority.	Home workers are self-employed.	94% of the home-based work here is carried out by self-employed	100% work as self-employed.
3	Working conditions	The workplace does not comply with the requirements for healthy and safe	There are no specific requirements for the workplace.	Only files, 6% work in compliance with the health and	Only the union of transport workers care for their conditions, but

		working conditions. Nobody controls the production process, it entirely depends on the capabilities of outworker. In many cases, production is made in the kitchen of outworker.	Each outworker alone organizes their production process.	safety requirements and instructions. They are members of the union. Self-employed women work and sell under stress, given the military situation in Ukraine. More than 90% of the women have health problems connected with pains in the eyes, waist and back neck, hernia, varicose veins, etc	primarily for sale. Yet nothing has been done about the conditions of production. A lot of home-based workers work with harmful substances.
4	Working hours	Outworkers' working time is 9-12 pm. Without interruption, and it is even longer sometimes. As they not only create the product, but sell it themselves.	Generally they work 9-10 pm. daily, and in agriculture in the high season even more - 14 hours.	They are always working on Sundays, which is a problem for those with families - they cannot take care of their children and homes and on account of that very often they have problems with their husbands	They work 9-10 hours when there are exhibitions and bazaars even 14 hours a day.
5.	Payment	None of the respondents receive more than the minimum wage. Only 25 women who work on a contract are satisfied.	In agriculture in Novi Sad 12% of homeworkers are satisfied with their payment. Others expect the holidays to earn more than minimum wage.	Now payment is not regulated and markets seize from mobsters. Homeworkers earn less than women working in factories	Payment is not regular – during the months when there are holidays, they receive better pay.
6.	Type of income - fee or remuneration	Of the 100 respondents nobody works on contract of employment. Upon receipt of orders from	Nobody works on contract or fee.	6% of the employment contract.	There are no contract workers. A small percentage of artists, around

		abroad they have a contract.			8%, a contracting authority contracts.
7.	Membership in organizations	25% of respondents are members of NGOs	17% of respondents are members of various women's organizations	6% are members of union members.	42% are members of trade unions in different federations.

III. Conclusion

Through the survey data we are able to say that:

- Problems relating to home-based jobs have been largely uncovered, identified, and this allows us to seek ways and approaches to solve them;

-The results confirm the relevance and urgency of the measures that need to be taken, in order to start resolving the problems - if not all, at least the main ones. For us they are:

1. It is dominated by women and middle aged people, some of them retired.
2. It provides an alternative to unemployment and low incomes in times of crisis.
3. It has the ability to perform social, economic and integration functions.
4. It is unregistered, uncontrolled and not counted, for the most part.
5. It is an unsupervised component of the informal economy, which is in the majority.
6. It is growing under conditions where there is a lack of legislation and regulations.
7. It does not require large amounts of investment, so that it attracts mostly low income people.
8. Working conditions are extremely poor, in most cases without social security and health insurance, without sickness pay and annual leave.
9. There is a very high risk of fraud (by employers), low pay and an under-appreciation of the labor of home-based workers.
10. For the past 10 years the number of self-employed home workers has risen, which does not require ratification of Convention 177 of the ILO.

Given our findings and conclusions, it is imperative to take appropriate practical measures for developing and adopting of legislation aimed at easing and regulating home-based work in its two main forms. In order to do so, we should clearly outline the characteristics of both types of work. Firstly, for those defined as "own account" workers, who are in the majority, the relationship between them and potential contractors/suppliers is organized on a commercial basis. Some could be registered in a formal way through contracts containing standards, requirements for organizing their activities and accountability for tax and social security. For example the self-employed who are producing for the same entity could enter into such a contract.

In this type of home work attention should be paid to Resolution 2002 of the ILO. They should insist on the implementation of its recommendations for self-employed workers.

In this case the income received by the home-based worker is calculated based on the value of output produced in the home-based employment, without regard to the amount of labor employed. In the second case, that of the homemaker, conventionally defined as a "by-the-piece" worker, the income received by the homemaker depends on the volume of the completed work, measured by the amount of labor invested in its implementation. There, the homemaker is clearly dependent on an entity, usually defined as the contractor, but in fact and in view of the characteristics of the relationship that is created, is an employer. In this case, we can definitely talk about an employment relationship.

ДЕКЛАРАЦИЯ НА НАДОМНИТЕ РАБОТНИЦИ

Ние, членовете на Сдружението на надомните работници и на Синдиката на самонаетите и неформалните работници на извънредно събрание на 8-ми и 9 януари 2016 г.

След като обсъдихме нашата работа и нашите опасения, имайки предвид, че тази година се навършват 20 години от Конвенция 177 на МОТ, отбелязваме следното:

- Въпреки Конвенцията на МОТ 177 за надомния труд (1996), Декларацията от Катманду (2000 г.) и различни други споразумения, по-голямата част от нас, работещите надомно, остават неидентифицирани, невидими, непризнати, дискриминирани, бегласни, а нашите права като работници ни се отказват.
- Надомната работа е глобално явление, което може да бъде открито в богати и бедни страни, и съществува във всички сектори на заетост, включително агро-базирани, хранително-вкусовата промишленост, услуги и т.н.
- Надомната работа е важен източник на заетост, особено за жени в икономическо и социално неравностойно положение. По-голямата част от надомните работници са жени.
- Ние допринасяме значително за националните и световната икономики и сме свързани с официалната икономика чрез търговски вериги, веригите за доставки и местните пазари.
- Ние по принцип не сме включени в системите за национално събиране на данни или в програми за развитие и по този начин, ние, нашата работа и нашият принос оставаме невидими и непризнати.
- В момента има ограничен достъп до социално осигуряване, възможности за развитие на умения, кредити и пазари.
- За надомните работници, нашите домове са и нашите работни места.
- Ние не сме "приковани" към къщите си, тъй като трябва да купуваме консумативи за работа и да продаваме или доставяме продуктите си, а това води до разходи, поради липса на достъпни обществени транспортни услуги.

1. В светлината на гореизложеното, ние силно препоръчваме и подкрепяме следното:

А) Признаване на следните факти:

i. Има две основни категории надомни работници: тези, които са самонаети и тези, които са с възложена от подизпълнители работа на парче (наречени надомни работници).

И двете категории са засегнати от нередовни или анулирани заявки за работа и заплати, ненадеждни доставки на суровини, забавени плащания и отхвърлени стоки. Освен това, всяка категория надомни работници имат специфични предизвикателства, които се нуждаят от различни видове услуги и политика на подкрепа: самонаетите са изправени пред специфични предизвикателства в предлагането на техните продукти, а тези работещи с подизпълнители са изправени пред специфични предизвикателства в договарянето на работните заявки.

ii. Мнозинството от надомните работници са жени и техните икономически дейности допринасят значително за сигурността на семейния им доход и на местните и национални икономики. Поради тази и други причини, надомните работници трябва да бъдат приоритет в рамките на намаляването на бедността както и в инициативи и програми за овластяване на жените на национално и правителствено ниво.

В) Формулиране и прилагане на социалната закрила и трудово законодателство и инициативи, основани на принципите на достоен труд и правата на работниците, така че да можем да имаме достоен живот, без дискриминация, бедност и лишения от:

i. Признаване на нас, надомните работници, като работници

ii. Разширяване и прилагане на трудовото законодателство и защита и прилагане на други поддържащи закони и подзаконови актове, подходящи както за самонаети надомни работници, така и за надомни работници, работещи с подизпълнители. Те ще включват:

а. Право на справедливи цени на пазарите (при самонаетите) и честни условия за парче (при работещите с подизпълнители);

б. Правото да се гарантира прозрачни договори - работни поръчки (подизпълнители) и търговски сделки (самонаети);

в. Защита срещу предлагане на некачествени суровини, произволна отмяна на работни поръчки, произволно отхвърляне на стоки или забавени плащания (и при двете групи, но най-вече при подизпълнители);

г. Право на инспекцията по труда и механизмите за разрешаване на жалба.

iii. Подкрепа за нашите организации и мрежи, за да се постигне правен / официален статут за подобряване на достъпа до държавни и неправителствени услуги и помощи.

С) Систематично събиране на данни за броя на надомните работници и нашия принос към националните икономики по:

i. Приемането на официално международно статистическо определение за "надомни работници" в национални проучвания за труда и преброявания или други системи за събиране на данни на национално ниво;

ii. Гарантиране, че националните проучвания на работната сила включват въпрос за "място на работа";

iii. Насърчаване на усилията за измерване на нашия принос към местната икономика (градове и села), както и към националната икономика и износа.

Д. Признаване на правото на свобода на сдружаване и колективно договаряне, чрез:

i. Разпознаване и подкрепа силни организации и мрежи от членски организации на надомни работници (според МОТ Конвенция 87);

ii. Осигуряване на нашето участие и глас в определянето на политиките и в мониторинга по изпълнение;

iii. Насърчаване на колективно договаряне и официални колективни трудови договори с работодатели и/или с правителствата (съгласно Конвенция на МОТ 98).

Е) Изграждане на по-добри и по-приобщаващи пазари, чрез:

i. Инвестиране в подобряване на умения, технологии и дизайн и разработване на продукти;

ii. Насърчаване на финансовото приобщаване, включително достъп до банкови спестовни сметки, и достъпни кредити;

iii. Предприемане на мерки за насърчаване на търговията, на характерни наши продукти, като част от инициативите за осигуряване на участието ни в местни и национални стратегии и планове за проектирането и управлението на пазари, предназначени за продукти на надомни работниците;

iv. Улесняване на изследвания в областта на надомната работа, със специален акцент върху жените надомни работници във веригата за изграждане стойността на продукцията.

Ф) Формулиране на ефективни местни и национални политики за надомни работници:

i. Които да бъдат разработени с наше участие /според Конвенция 177 на МОТ/ ;

ii. Които ще гарантират, че адекватните бюджетни средства са на място;

iii. И които ще включват най-малко следното:

a. Минимални заплати, справедливи проценти от подизпълнители и годишни бонуси за надомните работници;

в. Развитие на уменията (включително преквалификация за алтернативна заетост) и подходящи програми за квалификация, включително финансова грамотност;

c. Социална закрила, включително здравето и безопасността;

d. Достъп до кредити и развитие на програми за препитание;

e. Достъп до пазари и икономически ресурси;

f. Борба с всички форми на принудителен труд, детски труд, дискриминация и насилие, основани на пол, раса, етническа принадлежност или кастови групи.

Г) Разширяване на схемите за социална закрила и интервенции за надомните работници, които ще:

i. Гарантират достъпни нива на социална защита, в съответствие с Препоръка R ILO 202, която беше почти единодушно приета през 2012 г., и съдържа пет основни компонента: за грижи за деца, обезщетения за майчинство, за здравно осигуряване и пенсии за старост и инвалидност;

ii. Направят безопасността и здравето неразделна част от социалната защита.

Н) Предоставянето на основни градски инфраструктурни услуги за надомни работници чрез:

- i. Подобряване на достъпа до основни инфраструктурни услуги за подобряване на дома, съответно работното място;
- ii. Създаване на подходящи регламенти за зонирание, което позволява извършване на отделни търговски дейности в жилищни райони от резиденти;
- iii. Осигуряване на адекватни и достъпни транспортни услуги за надомни работници, особено за жените надомни работници и техните суровини и готова продукция;

2. Ето защо ние призоваваме:

Организациите на надомни работници и поддържащите ги НПО за повишаване на осведомеността сред надомните работници за статута им на работници и сътрудници на икономиката; разширяване на своето влияние в национален план и в отделните региони; изграждане на глобална солидарност; повишаване на осведомеността и застъпничеството за правата на надомните работници; осигуряване на достъп до услуги, пазари и социална защита и тяхното овластяване.

Националните правителства да признаят приноса на надомните работници към сигурността на семейните им доходи, както и към местните и национални икономики и следователно да им дават предимство в рамките на инициативи за намаляване на бедността и овластяване на жените, да формулират и да гарантират прилагането на националните закони и политики за надомни работници, да включат надомните работници в националните статистически данни, да се улесни приобщаването им към пазари, признаване на организации и мрежи на надомни работници, насърчаване на колективното договаряне и социалния диалог и да се даде глас на надомните работници при вземането на решения, които ги засягат.

DECLARATION OF HOME-BASED WORKERS Sofia, 20 JUNE 2016

At an extraordinary meeting of the 18-th and 19-th of June 2016, we, members of the Association of home-based workers and HomeNet Eastern Europe have discussed our concerns, given that this year marks the 20th anniversary of ILO's Convention 177 and we note the following:

- In spite of the ILO's Convention 177 on Home-based Work (1996), the Declaration of Kathmandu (2000), ILO's Recommendations of from 2015 to transition from informal to formal economy and various other agreements, the majority of us, home-based workers remain unidentified, unseen, unrecognized, discriminated, our voice is not heard and our rights as workers are being denied.
- Home-based work is a global phenomenon that can be found in rich and poor countries and exists in all employment sectors, including agro-based, food manufacturing, services, etc.
- Home-based work is an important source of employment, especially for women, who are economically and socially disabled. The majority of home-based workers are women.
- We contribute significantly to national and global economies and are connected to the formal economy through retail chains, supply chains and local markets.
- We generally are not integrated into the national data collection or development programs and thus, we, our work and our contribution remain invisible and unrecognized.
- We have limited access to social security, opportunities for skills development, loans and markets.
- For home-based workers, their homes are their working places.
- We are not "confined" to our houses because we have to buy supplies for work and sell or deliver products, which leads to additional costs due to lack of accessible public transportational services.

That's why we call for:

The Organizations of home-based workers and their supporting NGOs to raise awareness among

home-based workers of their status as workers and employees of the economy; expand their influence at national level and across regions; build global solidarity; raise awareness and advocate for the rights of home-based workers; provide access to services, markets and social protection and their empowerment.

National governments to recognize the contribution of home-based workers to the security of their family income, as well as local and national economies and therefore give them an advantage in initiatives to reduce poverty and empower women, to formulate and enforce national laws and policies for home-based workers, to include them in national statistics, to facilitate their integration into markets, recognize organizations and networks of home-based workers, promote collective bargaining and social dialogue and give voice to home-based workers in making decisions, which affect them.

European institutions to recognize the importance of the contribution of home-based workers to national economies and their growth, to turn to their problems and help in their empowerment, which will significantly reduce poverty. To turn to the representative organizations of home-based workers and solve their problems together with them.

With regards and hope for cooperation:

Jane Banett – Organizing and Representation Programme Director in WIEGO;

Violeta Zlateva – Chairman of the TUSIW and co-chairman of the HNEE;

Krastyo Petkov - Honorary chairman of the AHBW;

Rozalina Ivanova – Chairman of the Coordination Council;

Ilya Boevski – Co-chairman of the HNEE;

Milica Chavic - Co-chairman of the HNEE;

Lilyana Chepic - Co-chairman of the HNEE;

Vaska Karafali - Co-chairman of the HNEE;

Erol Adem - Co-chairman of the HNEE;

Gergana Gogova – Member of the CC from Sofia;

Mariana Sirakova - Member of the CC from Sofia;

Asia Ivanova - Member of the CC from Sofia;

Valeria Georgieva - Member of the CC from Sofia;

Teodora Dimitrova - Member of the CC from Sofia;

Toni Slavkova - Member of the CC from Sofia;

Lidia Demirova - Member of the CC from Sofia;

Neli Jancheva - Member of the CC from Sofia;

Krasimir Dimitrov - Member of the CC from Ruse;

Stoyanka Simova - Member of the CC from Montana;

Snejana Dimitrova - Member of the CC from Blagoevgrad

Report on the Implementation of Convention 177 on Homework by Bulgaria, 2018

I. Introduction

The Trade Union of Self-employed and Informal Workers (UNITY)¹ was created in July 2014 and is a registered and recognised trade union in Bulgaria. UNITY (TUSIW “Edinstvo”)’s founding member was the Association of Homeworkers in Bulgaria, which was also the driving force behind Bulgaria’s ratification of Convention 177 on Homework together with allied trade unions.²

On 23 October 2014, Unity sent a letter to the ILO registering the following concerns:

- (i) Despite amendments to Bulgaria’s Labour Code, there is no national policy on homework in Bulgaria (Art 3)
- (ii) UNITY approached the Ministry of Labour and Social Policy government for discussions on a homemaker policy and was denied ‘consultation rights’ as ‘an organisation that is concerned with homework’ (Art 3).
- (iii) The Ministry of Labour and Social Policy insists that homeworkers are independent contractors and fall outside the scope of C177 and of the Labour Code, despite their receiving orders from intermediaries, workshops and factories.
- (iv) Piece rates paid to homeworkers fall well below the minimum wage.

The Committee of Experts requested the Bulgarian government to respond to our letter in its next report.

The situation in Bulgaria with respect to homeworkers has not changed, and homeworkers’ terms and conditions of work are diabolical. Please see the attached study on homeworkers’ terms and conditions of work by Women in the Informal Economy, Globalising and Organising (WIEGO).

II. Report on implementation of C177

1. Lack of Contracts

Article 1 of Convention 177 defines homework as follows:

- The term *home work* means work carried out by a person, to be referred to as a homemaker,
- (i) in his or her home or in other premises of his or her choice, other than the workplace of the employer;
 - (ii) for remuneration;
 - (iii) which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used,

The purpose of the Convention was to identify homeworkers (industrial outworkers) as disguised employees who should be accorded the same rights and protections as other employees who work in factories.

In Bulgaria, as in all parts of the world, homeworkers are the most marginalised workers in the

1 See details at <https://www.eurofound.europa.eu/publications/article/2015/bulgaria-new-union-for-homeworkers>

2 <http://www.wiego.org/sites/default/files/publications/files/Spooner-Organizing-Home-Based-Workers-Bulgaria-WIEGO-OB7.pdf>

supply chain, with no bargaining power.³ Their terms and conditions of work are determined unilaterally by their employers and the agreement is verbal. Bulgaria's Ministry of Labour and Social Policy argues that the absence of a written contract of employment means that homeworkers are not employees and are therefore not entitled to the rights and protections outlined in Section VIIIa "Additional Conditions for Work at Home" of the Labour Code.

Labour law scholars around the world would argue that an *employment relationship* is established if one person exercises *control* over another person's work. Whether or not there is a contract, it is not determinative of whether an employment relationship exists. Different jurisdictions establish control by the presence of factors such as: (i) who determines what is produced; (ii) who determines the price; (iii) who supplies the raw materials; and (iv) for whom is the product made. As set out in the attached research, homeworkers never decide on what is produced. They are producing products for the garment and footwear sector (as well as other sectors) from their homes, and most work only for one contractor/workshop or factory. Their deadlines are determined by the employers, as well as how much and when they are paid –often payment is delayed and threats are made that they will not be paid at all if they do not complete the entire order on time. These orders emanate from Greek, Italian, French, and Bulgarian brands.

There is no homework policy, and the Labour Code does not have a definition of homework that allows us to contest the Ministry's incorrect interpretation of Convention 177.

Homeworkers' perspectives on their terms and conditions of work (these are perspective that are verbalised over and over again):

- 'Every day there is a different request regarding the amount (pairs of shoes) that we must make in a particular time'
- 'Work needs to be picked up and brought back to the middleman -- transport is not paid, lifting heavy material, our time is not paid for'
- 'I am not provided working clothes (as the factory workers)'
- 'I don't have a regular job, there is not always work'
- 'No norms for working time'
- 'I don't receive working tools'
- 'There are no contracts for homeworkers'
- 'They don't create documentation for payments'
- 'There are pressures with deadlines'
- 'I have no information'

2. National Policy on Homework periodically reviewed in consultation with organisations concerned with homeworkers (Art 3)

Article 3 of Convention 177 provides that each member that has ratified the Convention on Homework shall "adopt, implement and periodically review" a national policy on homework. This policy should be written and reviewed "in consultation with the most representative organisations of employers and workers, and where they exist, *with organisations concerned with homeworkers*"

³ See R. Burchielli; A. Delaney & N. Goren, 'Garment homework in Argentina: Drawing together the threads of informal and precarious work' *The Economic and Labour Relations Review* 2014, Vol. 25(1) 63–80; M. Von Broembsen, 'Constitutionalising labour rights: informal homeworkers in global value chains' *International Journal of Comparative Labour Law and Industrial Relations*, (forthcoming, September 2018)

Not only does such a policy not exist, but the Ministry of Labour and Social Policy is not willing to engage in consultations with UNITY as an organisation “concerned with homeworkers”.

3. Equality of Treatment (Article 4)

Article 4 provides for “equality of treatment between homeworkers and other wage earners.” Few countries in the world recognise democratic, membership-based organisations of informal workers as trade unions. Bulgaria is one such country and we commend our government. Our government has therefore complied with Art 4 (2) (a).

We are limiting our comments on compliance with Article 4(2) to 2(d) and (e) only – the provisions that deal with remuneration and social security. With respect to Article 4 (2) (d) and (e), the Labour Code has been amended to comply with the Convention, but is not enforced.

Remuneration (Art 4(2)(d))

Art 4(2)(d) provides for equal remuneration to other wage-employees. Bulgaria’s minimum wage is BGN 510 (€ 255/€ 260) per month.⁴ Homeworkers in the garment and footwear sector are earning as little as 1 BGN (0,51 Euro) per hour (please see attached study). If one extrapolates that to 8 hours a day and 22 days a month, many homeworkers earn 89,09 Euros per month. If they are sick or take a day’s leave, they lose income. In addition to their labour, they provide the working space for production, electricity to work at night, and tools such as sewing machines and needles.

According to the Ministry of Labour and Social Policy, homeworkers who do not have a written contract of employment are not entitled to the rights set out in Article 4(2). As stated previously, the government is not requiring employers to sign employment contracts with homeworkers.

Homeworkers’ perspectives on their remuneration:

- ‘We are paid below the minimum wage’
- ‘Payments are very low and irregular’
- Shoe makes are paid on average BGN 1-2.5 per hour.
- Late/delayed payments
- No payments – workshops can disappear over night without paying and re-open a few months later. Intermediaries threaten that if the full order is not produced on time, the homemaker will not be paid for items already completed.

Social Protection Art 4(2) (e)

Art 4(2)(e) provides for equal treatment with respect to “statutory social security protection”. Bulgaria’s social security system is a contributory system and both employers and employees make contributions. One can register oneself if you are a registered firm or are working in the professions, in which case the insurance threshold is BGN 510. Since homeworkers do not qualify for any of these categories, they cannot register themselves.

Homeworkers’ perspectives:

- ‘I cannot use the doctor through health insurance’.
- ‘I don’t get insurance for professional illness or sick payment (paid sick leave)’.
- ‘My work doesn’t count for social insurance’.
- ‘We have no social insurance’.
- ‘No health insurance’.
- ‘No pension’

4 <https://countryeconomy.com/national-minimum-wage/bulgaria>

4. Occupational Health and Safety OHS [Art 4 (iii)] (also Article 7)

Homeworkers' occupational health and safety issues are caused primarily by the excessively long hours they have to work because of low pay. These include back problems, problems with eyesight and, arthritic fingers that are punctured by needles.

5. Statistics on homework (Article 6)

Article 6 of C177 states that labour force statistics must include homeworkers. Homeworkers are not captured in labour force surveys.

6. Intermediaries (Article 8)

Article 8 states that if intermediaries are permitted by the member state, the law must determine the responsibilities of both intermediaries and employers. The Labour Code does not refer to intermediaries. As one homeworker put it, "We don't even know the name of the intermediary/middle man and therefore they cannot be held responsible".

7. Enforcement and Remedy (Article 9)

Article 107(b) of Bulgaria's Labour Code states that:

- (3) Employers shall keep records of each employee working at home.
- (4) Upon request, employers shall provide the General Labour Inspectorate Executive Agency with the information referred to in Paragraph (3).

These provisions—for employers to keep records and for the inspectorate to check these records—are critical for enforcing the Labour Code. There are, however, problems with the formulation of this section, as well as practical problems that mean these provisions are not enforced.

The provision is circuitous, as it requires employers to keep records of "employees" working at home. Within the broader Labour Code, or certainly the way the Ministry of Labour and Social Policy is interpreting the labour code, an employee is someone who has an employment contract. This means, therefore, that in practice employers are not required to keep a record of homeworkers in their supply chains in the absence of an employment contract.

As reflected in the attached research, there are no official records of homeworkers. At most, employers keep a notebook with lists of homeworkers—their first names only—and the number of items they are producing per contract. Homeworkers do not sign any document, and there is no record with their full names or details—they are therefore invisible and enforcement is impossible. And they feel that it is impossible for them to prove that they are working for employers without any documentation. They fear that if they take photos of their products as proof, they will lose their work.

Homeworkers' observations:

- 'Employers must keep an official record but records are informal or not existing'.
- 'There is no documentation. Lack of documents means we cannot prove that we are workers'.

Inspectors have received official training, but as far as homeworkers are concerned, it was never enforced. A very real fear for homeworkers is that the labour inspectorate may inspect the homeworker's premises and in the absence of a contract of employment, fine the homeworker and confiscate the goods. Moreover there is a concern that inspection will lead to banning, rather than protecting, homework.

The onus should shift to the employer to have to prove that there is not an employment relationship. Member states such as South Africa have rebuttable presumptions that homeworkers are employees (for example if the employer provides materials, determines the price etc.) and employers carry the onus to prove that homeworkers are not employees.

8. Unity's demands

1. The Labour Code must provide a definition of homework in accordance with Convention 177.
2. Employers must be obliged to keep official records of homeworkers that include their full names, addresses, the number of items they produce, and the piece rates.
3. Employers must conclude written contracts with homeworkers that include the full details of the middlemen (intermediaries) and the name of the factory or workshop that is giving the work. Homeworkers must be given a copy of the contract.
4. It is the responsibility of employers to conclude contracts and inspectors must fine employers if they do not comply. Homeworkers are not to be fined if they are working without an employment contract.
5. Homeworkers must receive equal treatment to employees in factories.
6. Homeworkers must be paid at least the minimum wage and payments may not be delayed.
7. Social security has to be paid according to the law.
8. The government must create a register for homeworkers, similar to the register for people with disabilities. Homeworkers can register themselves in accordance with the law. The burden of proof should rest on employers that homeworkers are not producing for them.
9. The Ministry of Labour and Social Policy must consult with UNITY on all aspects related to homework, in accordance with Article 3 of Convention 177.
10. Factories and workshops should have a duty to disclose their records of homeworkers to both the government AND the trade unions. Disclosure should also be made to UNITY, as a trade union of informal workers which "is concerned with homeworkers" (C177 Art 3).
11. Labour Force surveys must include statistics on homeworkers. WIEGO (Women in Informal Employment, Globalising and Organising)'s Statistics Programme has assisted the Government of Thailand with formulating questions to capture homework, and can also assist the Bulgaria.
12. The ILO should undertake a diagnostic process of the situation of homeworkers in supply chains in Bulgaria and facilitate a social dialogue with government, social partners and Unity.

Bulgarian Homeworkers in Global Supply Chains: Their Terms and Conditions of Work

By Marlese von Broembsen and Kendra Hughes⁶

⁵ See Section 200A of the Labour Relations Act, 65 of 1995.

⁶ Marlese von Broembsen is WIEGO's Law Programme Director. From 2015-2017 Marlese was also a Visiting Researcher at the Institute for Global Law and Policy, Harvard Law School. Kendra is WIEGO's Programme Support Officer.

“They are humiliating us, treating us like animals not human beings. They are behaving like owners of slaves”

“One just stops thinking [in order] to survive”.

“If you are making more than 4 Levs [2,04 Euros] per hour, they cut the rate. So, working fast does not help.”

1. Introduction

The Trade Union of Self-employed and Informal Workers (UNITY) was established in July 2014 and is a registered and recognised trade union in Bulgaria. Unity (TUSIW “Edinstvo”)’s founding member was the Association of Homeworkers in Bulgaria, which was a driving force behind Bulgaria’s ratification of Convention 177 on Homework.

The ILO Committee of Experts on the Applications of Conventions and Recommendations (CEACR) has requested the Bulgarian government to submit official research on homeworkers’ terms and conditions of work. Since UNITY is not aware of any recent official research on homeworkers, UNITY asked Women in Informal Employment, Globalising and Organising (WIEGO) to conduct this research for submission to CEACR.

WIEGO (www.wiego.org) is a twenty-year-old global research-advocacy network focused on securing livelihoods for the working poor, especially women, in the informal economy. WIEGO has a long relationship with the ILO. WIEGO is on the “ILO Special List of NGOs”, in particular because of its intense working relationship with the Statistics Department. WIEGO is the only NGO that is a member of the working group of Labour Statisticians (“Delhi Group”), that does the background work for the International Conferences of Labour Statisticians (ICLS). Other departments that WIEGO has worked with include Social Protection, WORK QUALITY, the International Standards Department (NORMES), the Research Department, COOP and ILO ACTRAV.

The paper is structured as follows: Section 2 gives a brief background to the research. Section 3 outlines the research methods. Section 4 describes the profile of the interviewees: their gender, marital status, age and length of time that they have been a homeworker. Section 5 discusses the sectors in which Bulgarian homeworkers are prevalent and the products they make. Sections 6-8 describe homeworkers’ terms and conditions of work –their piece rates, their hours of work, and the challenges they face. Section 9 concludes with recommendations offered by key people interviewed about Convention 177 and the situation of homeworkers in Bulgaria.

2. Background on Bulgaria’s economy

Bulgaria’s Gross Domestic Product (GDP) has risen relatively steadily since 2009. In 2017, its GDP reached \$58.815 billion (World Bank, 2018). However, the country is plagued by income inequality, poverty and social deprivation. Almost 32 per cent (31.9%) of Bulgaria’s population lives in conditions of severe material deprivation⁷, the highest rate in the EU (European Commission, 2018). Almost 16 per cent (15.9%) of total employment in Bulgaria is informal, according to 2018 statistics from the International Labour Organization.

Bulgaria’s economy is highly integrated into global supply chains. One out of every five Bulgarians works for a firm that is part of a global supply chain (ILO 2018). The garment and footwear industries are major employers: Bulgaria’s National Statistical Institute (2018) reports that in 2017, five per cent of employees (109 465 people) across all economic sectors are employed

⁷ EUROSTAT defines severe material deprivation as the inability to afford at least 4 of the following 9 items considered by most people to be desirable or even necessary to lead an adequate life: to pay their rent, mortgage or utility bills; to keep their home adequately warm; to face unexpected expenses; to eat meat or proteins regularly; to go on holiday; a television set; a washing machine; a car; a telephone.

in the textile, apparel, and leather sectors. An estimated 50 000 additional people – one third of the workforce in these sectors – are either semi-formal (their labour contracts do not reflect their real working hour or wages and they have no social security) or informal, in that they work without any contracts (Clean Clothes Campaign 2014; Ivanova et al 2014). Informal industrial outworkers, otherwise known as homeworkers, officially do not exist: they are not recorded in Bulgaria’s labour force statistics, and the factories and workshops that employ them fail to conclude written contracts and to keep official records of their employ.

Research Methods

This research paper is based on desk research; key informant interviews; semi-structured interviews with 30 homeworkers; two focus groups with 10 homeworkers; and a three-day workshop of 20 homemaker representatives and UNITY Co-ordinators from Petrich; Plevan; Sofia; Varna; Rouse; Montana and Chirpan.

The key informant interviews took the form of open-ended meetings during 27 June to 2 July 2018. Meetings were held with Violeta Zlateva, Unity’s overall Co-ordinator; Unity’s Co-ordinator in Plevan; Georgi Trenchev, the Chairman of the Municipality of Petrich; Yanko Stoyomor, the Chairman of the budget commission in Petrich (who was previously a manager of a sewing company for 25 years); Ivan Neykov, President of Management Board of the Balkan Institute for Labour and Social Policy, Sofia; a fieldworker for Fair Wear (who needs to remain anonymous) from the town of Sandansky, where many homeworkers are; Plamen Dimitrov, President of the Confederation of Independent Trade Unions in Bulgaria (CITUB/KNSB); Tsvetelina Milchalieva, President of the Light Industry Trade Union Organization's Federation (FOSIL); and Anna Athansassova - Centre for Human Resource Development and Regional Initiatives in the Ministry of Labour and Social Policy (Coordinator of the Agreement between ITC and the ILO and CHRDR).

We interviewed 30 homeworkers using semi-structured questionnaires between 29 June and 2 July and 15-18 August. All except two homeworkers come from Petrich. Most homeworkers are members of UNITY and were identified by the Petrich Co-ordinator. Others were identified by snowballing – homeworkers identifying other homeworkers. In addition, we held two focus groups with 10 homeworkers in total.

WIEGO and UNITY held a two-and-a-half-day workshop in Petrich from 15-17 August for UNITY Co-ordinators and homeworkers to prepare the report that is being submitted to the ILO on 1 September 2018 concerning the implementation of Convention 177 on Home Work. The findings of the interviews were tested with this group.

3. Profile of Homeworkers Interviewed

Bulgaria’s National Statistical Institute has not published official statistics on homeworkers, which makes it difficult to reflect the true size of the sector. However, academics such as Marshall (2010) estimate that there are over 500,000 home-based workers⁸ in the country. Most Bulgarian homeworkers (28 of the 30 interviewees) are women. In Bulgaria and in general, women comprise the vast majority of homeworkers (ILO 2013; Spooner, 2013).

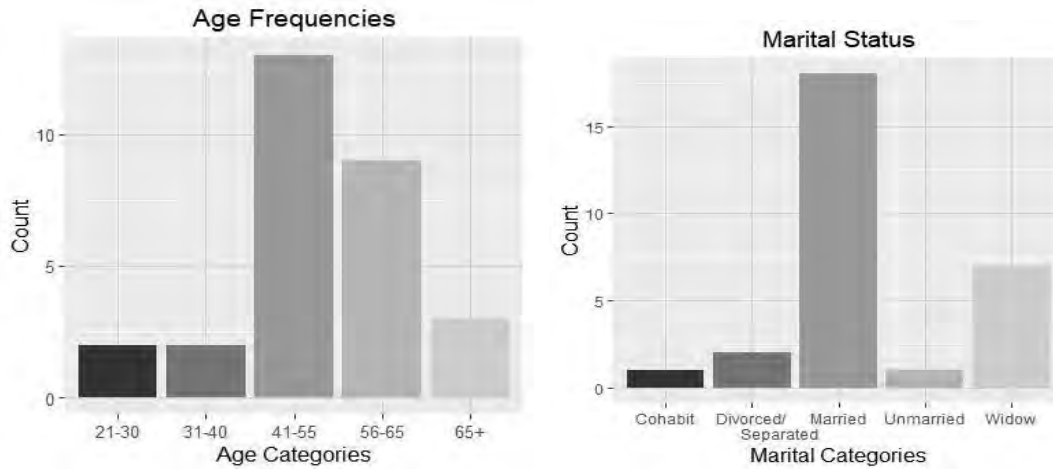
Most homeworkers we interviewed (86%) are over forty-one years old and are either married (62% of interviewees) or widowed (24% of interviewees) (See Figures 1 and 2 below). The homeworkers we interviewed live in Petrich (28 interviewees), Plevan (1 interviewee), or Chirpan (1 interviewee), located in the south western, north western, and south-central regions of Bulgaria. Recent statistics from EUROSTAT (2018) confirm that the south western and south-central regions have high concentrations of “local units” involved in the manufacture of wearing apparel,

⁸ This estimate includes both self-employed home-based workers and homeworkers.

⁹ According to EUROSTAT (2018) “The local unit is an enterprise or part thereof (e.g. a workshop, factory, warehouse, office, mine or depot) situated in a geographically identified place. At or from this place economic activity is

textiles and leather and related products. The profile of homeworkers interviewed may be considered illustrative of the experiences of other homeworkers in Bulgaria.

Figures 1 and 2 - Age and Marital Status of Homeworkers in Bulgaria



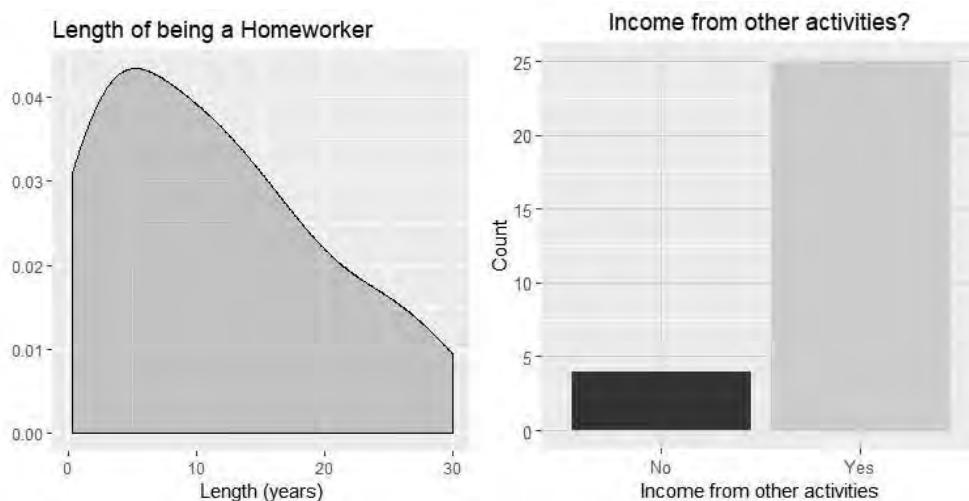
We didn't ask homeworkers about their education levels but observed that many homeworkers were educated. For example, one woman said that prior to becoming a homeworker, she had worked as a first-grade teacher. Indeed, the vast majority of homeworkers interviewed (86.2%) have more than one income source and several have professions inside or outside the factory (see Figure 4). Income from other activities include:

- Working in a factory (10 counts)
- Pension (4)
- Disability grant/pension (3)
- Works for municipality (2)
- Sells produce, rakia or handicrafts (2)
- Cashier for TV station (1)
- Works in electrical appliances company (1)
- Medical orderly (1)
- Provides language lessons to students (1)

One-third of homeworkers work in factories. Only two of these take work from the factories in which they work. And in both these cases, the work they took home was of a different nature to the work they performed in the factory. In the one case, the homeworker was employed by a small workshop comprising 6 people and according to the homeworker, employees taking work home are paid at the same rate as they are paid for the work they do in the factory. In all other cases, factory workers took orders for work at home from factories other than their employer.

As shown in Figure 3, although there are variations in the length of time interviewees have been doing home work (ranging from 0.3 to thirty years), on average, interviewees have been homeworkers for 11.32 years (see Figure 3 below).

Figure 3 and 4 - Length of Time as a Homeworker & Income from Other Activities



Among the 34% of homeworkers who work in factories, many commented that although their factory jobs pay the minimum wage, it is not a living wage. For reasons of economic necessity, they take on additional employment as a homeworker, a finding which is echoed by a 2014 Clean Clothes report on garment workers in Eastern Europe. An additional 27.5% of homeworkers interviewed work in a variety of other professions: for the municipality, in an electrical appliance company, as a medical orderly, as a cashier for a TV station, teaching students or selling produce or handicrafts. Both Spooner (2013) and Ivanova et al (2014) validate this finding and note that homeworkers may do seasonal agricultural work, small-scale market gardening or combine factory work with home work to subsidize their low pay. Finally, a further 24.1% of interviewees use home work to supplement their pension or disability grant¹⁰. For example, a widowed homeworker reports that she packs socks for 12-15 hours a day, 7 days a week when working on a short deadline. Another widowed homeworker sews shoes for 7-8 hours a day, 7 days per week.

Homeworkers' average household size is 2.79 people which is close to, but slightly larger than the national average of 2.3 people per household (UN, 2017). Most interviewees reported a household size of two (37.93% of respondents) or of four people (31.03%). A smaller proportion of homeworkers live in households with one, three or five people (see Table 1 below):

Table 1 - Household size of Bulgarian homeworkers

Average household size (# of members)	Distribution of households by number of members (%)			
	1 member	2 members	3 members	4 members
2.79	10.34%	37.93%	17.24%	31.03%

Over half of homeworkers (55.1%) have another working adult in their home engaged in a variety of professions/workplaces:

- factory or workshops (6 counts)
- self-employed farmers (2)
- unspecified professions (2)
- homeworker (2)
- carpenter (1)
- nurse's aide (1)

¹⁰ According to a European Union report on pension adequacy, the government of Bulgaria increased the minimum pension to 200 BNG per month in 2017. However, this figure is still less than half of the established minimum wage which was set at BGN 510 in 2018, according to EUROSTAT (2018).

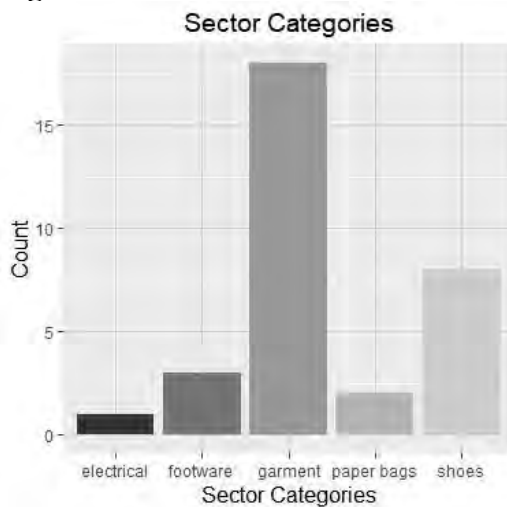
- engineer on a construction site (1)
- national revenue agency (1)

By contrast, 41.4% of homeworkers were the sole breadwinners in their home either because they live alone, the other adult(s) was unemployed, on disability, a pensioner, or for other reasons. A notable finding is that 100% of homeworkers who were the sole breadwinners in their homes had income from other activities. Home work can therefore be considered an essential - but often insufficient - source of income to sustain workers' households. Wages and working conditions are discussed in detail in Sections 5 to 8.

3. Sectors and Products

As reflected in Figure 5, the homeworkers interviewed work in five sectors: garment; footwear; packing socks (technically part of garment); making paper bags and assembling electronic parts.

Figure 5: Homeworkers interviewed: sectors/tasks



Since the majority of homeworkers - both in the sample and in general - are in the garment sector and footwear sectors, we discuss below the structure of the garment and footwear sectors. This section draws on the workshop, on the interviews, and on desk research. It aims to outline what we know, and don't know, about how Bulgarian homeworkers are inserted into supply chains in these two sectors.

As set out in Table 2, the majority (71%) of interviewees work for one factory only. But 17 per cent receive orders from 3 factories; and two homeworkers received orders from 4 and 7 factories respectively. Both these interviewees have worked as homeworkers for over 30 years and pride themselves on their specialised skills that are sought after by the factories.

Table 2: Number of factories from which homeworkers receive orders

Number of other Factories	Count	Proportion
1	20	0.71
2	1	0.04
3	5	0.17
4	1	0.04
7	1	0.04

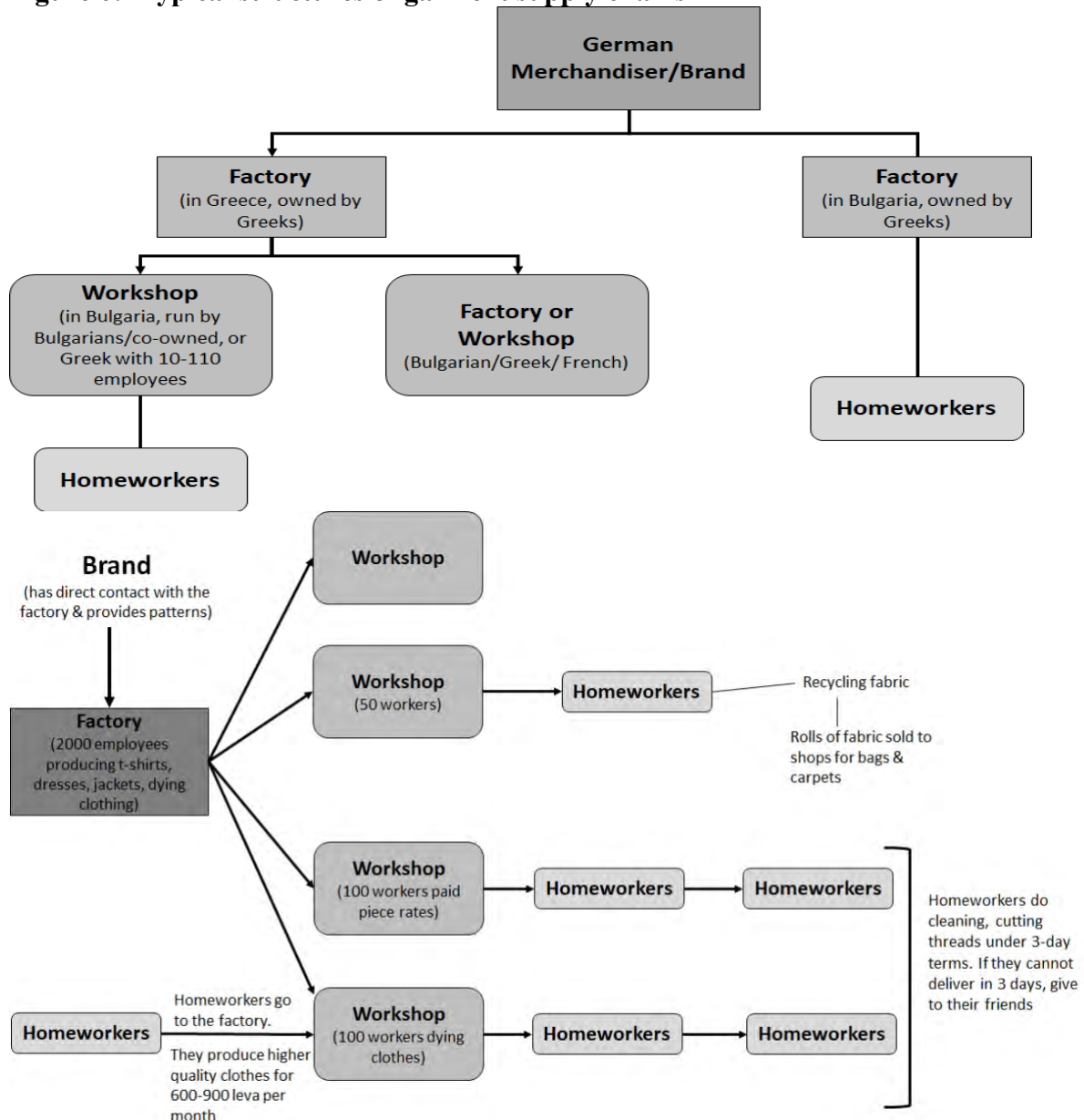
Apparel/Garments

Homeworkers that we interviewed often perform more than one task, particularly if they are working for more than one factory. Tasks include the following:

- Sewing buttons onto shirts (7 counts)
- Cutting the loose threads off clothing once the product has been sewn together (8)
- Gluing or sewing accessories onto T-shirts or blouses, such as beads, sequences, or

- chains (6)
- Sewing on labels (1)
- Using a template to trace onto a T-shirt and making applique (1)
- Sewing men’s pants together (5)
- Packing socks – putting pairs together; using a piston to tie them together; affixing a label and packaging them (5)
- Embroidery: drawing templates onto shirts and then embroidering them or embroidering “stamps” on T-shirts or scarves (4)
- Making scarves’ fringes (1)
- Sewing collars onto blouses (1)

Figure 6: Typical structures of garment supply chains



The most recent data estimate that there are 4,428 enterprises producing garments in Bulgaria (EUROSTAT (2018)),¹¹ most of which are concentrated in the southwest, south central and north

¹¹ Per the NACE Rev.2 classification of economic activities, the “manufacture of wearing apparel” includes all tailoring (ready-to-wear or made-to-measure), in all materials (e.g. leather, fabric, knitted and crocheted fabrics etc.), of all items of clothing (e.g. outerwear, underwear for men, women or children; work,

central regions¹² (Clean Clothes 2014). Garment production tends to be located near borders with Greece, Turkey and Macedonia to be easily accessible to buyers (Clean Clothes 2014). Although it is difficult to assess what proportion of garment and footwear factories have local, foreign ownership or joint (Bulgarian-foreign) ownership, Ivanova, Musiolek, & Luginbühl (2014) indicate that the majority (80%) of garment companies are owned by Bulgarians which are subcontracted by Turkish, Greek and Western European companies.

The World Integrated Trade Solution (WITS 2018) reports that over 60 per cent of Bulgaria’s apparel exports go to five countries: Germany, Italy, Greece, France and the United Kingdom. While many homeworkers do not know for which country their goods are destined, others do know because they work (or previously worked) in factories that give homeworkers orders; have handled the export documentation; seen packaging that shows the fabric came from Germany or elsewhere, or know the drivers who take products to other EU countries, and to Turkey.

Table 3: Size of Enterprises Involved in “Manufacture of Wearing Apparel” (2016) in Bulgaria

	Number of Enterprises	Share of Total Enterprises
0-9 persons employed	3027	68.4%
10-19 persons employed	447	10.1%
20-49 persons employed	538	12.1%
50-249 persons employed	368	8.3%
250 people or more	48	1.1%
Total	4428	100%

Source: (EUROSTAT, 2018) Annual enterprise statistics by size class for special aggregates of activities (NACE Rev.2)

Eurostat’s (2018) figures show that almost 70 percent of enterprises employ below 10 people. The next biggest category is 20-49 people (12.1 %). However, several sources (Clean Clothes, 2014; Bulgaria-European Partnership Association, 2003) suggest that official statistical figures underestimate the number of factories/enterprises, some of which may be informal. This is borne out by reports by homeworkers of workshops that seem to pop up and disappear without paying workers. In the words of one interviewee: “the employer left the country and escaped without paying. After a few months the person returns and opens a new workshop or factory. You see them in the street. The labour inspector says he cannot do anything because the company is bankrupt.” Another homemaker reported that this has happened to her four times. Key Informants confirmed this phenomenon.

Table 4: Size of factory/workshop giving homeworkers’ orders

Size of Factory (# of workers)	Count	Proportion
0-20 workers	2	0.13
21-40 workers	7	0.47
41-60 workers	1	0.07
61-80 workers	3	0.2
81+ workers	2	0.13

Fifteen homeworkers knew the approximate size of the factory or workshop that gave them the work. As reflected in the figure above, almost half the homeworkers received their orders from

city or casual clothing etc.) and accessories. There is no distinction made between clothing for adults and clothing for children, or between modern and traditional clothing. Overall, the number of enterprises in the manufacture of wearing apparel has declined in the last 8 years (from a total of 4,791 in 2008 to 4,428 enterprises in 2016).

12 Based on the Nomenclature of Territorial Units for Statistics (NUTS) regions.

factories that employ between 21 and 40 workers. Homeworkers receive orders from each category reflected in the above figure. Importantly, there is no significant correlation between the size of the factory and or workshop and the piece rate offered to homeworkers. If anything, smaller workshops (10 people or fewer) pay homeworkers higher piece rates than larger enterprises.

Over and over, homeworkers and key informant interviews mentioned the decline in the number of factories in Petrich and elsewhere in Bulgaria and the implications of less work available, both for factory workers and for homeworkers. According to Eurostat (2018), while the number of enterprises employing 10 or more people have declined since 2008, the number of microenterprises (employing 0-9 people) has increased (from 2,808 in 2008 to 3,027 in 2016).

Some homeworkers have seen the labels, logos or paper tags on the items, or know which brands the factory/workshop regularly produces for. All interviewees were fearful of losing their work and only disclosed the brands on condition that we did not disclose these details in the research paper. We know, however, that the following brands produce in Bulgaria, and several of these were mentioned by homeworkers:

- **Inditex, H&M and ASOS** have, "...sizeable sourcing from Bulgaria" (IndustriALL, 2018). IndustriALL notes that roughly 9,000 people work at Inditex suppliers in Bulgaria (at least two suppliers are located in Pleven and Pernik) (IndustriALL, 2017)
- **Fanco S.A.** (one of the 30 largest knitwear companies in the world) has four manufacturing units in Bulgaria, run by Greek nationals. Pre-cut materials were imported to Bulgaria, sewn and returned to Greece with "Made in Greece" labels (Hale & Wills, 2005).
- In 2005, Bulgaria was **Benetton's** third largest supplier (after Italy and France) (Hale & Wills, 2005)
- "Bulgarian companies are producing clothes for many foreign commercial brands such as **Hugo Boss, Esprit, Roy Robson, Tommy Hilfiger, Balmain, Lise Charmel, Next** and a number of others" (Dimitrova, 2013).
- "The German company **Südwole Group**, which is among the largest manufacturers of worsted yarns in the world, became the owner of the second largest textile company in Bulgaria (Safil)" (Angelova, 2016)
- "The largest textile company [in Bulgaria], **Eduardo Mirollio** (Italy), has more than 2300 employees, exports products to 65 countries and sells to more than 6000 customers" (Angelova, 2016)
- **Adidas** has a small, 5-person "primary private tier" supplier¹³ of accessories operating in Popovo (Adidas, 2018)
- **Primark** reports sourcing from one Bulgarian factory, employing 1-100 workers in the Free Zone – Ruse near the Bulgarian border with Romania.

Footwear

Bulgaria's footwear exports are highly concentrated with one trading partner: Italy. Over 71% of Bulgaria's footwear exports go to Italy (WITS 2018). All the homeworkers interviewed are making shoes destined for Italy.

In 2015, there were 370 enterprises involved in the manufacture of footwear¹⁴. Interestingly, and in contrast to textile and apparel-focused enterprises, there is a larger diversity in terms of enterprise sizes in Bulgaria's footwear manufacturing sector: 49.2% of enterprises employ 0-9 people, 20.8% employ 20-49 people, 14.6% employ 50-249 people and 14.1% employ 10-19 people. A very small portion (1.4%) employ 250 or more people.

¹³ Adidas defines **primary suppliers (Tier 1)** as, "...those factories where we hold a direct contractual sourcing relationship for the supply of products, whether for export or domestic market consumption."

¹⁴ Per the NACE Rev. 2 classification of economic activities Code 15.2.

Table 5 - Size of Enterprises Involved in the Manufacture of Footwear (2015)

	Number of Enterprises	Share of Total Enterprises
0-9 persons employed	182	49.2%
10-19 persons employed	52	14.1%
20-49 persons employed	77	20.8%
50-249 persons employed	54	14.6%
250 people or more	5	1.4%
TOTAL	370	100%

Source: (EUROSTAT, 2018) – Annual enterprise statistics by size class for special aggregates of activities (NACE Rev.2)

All except two of the homeworkers in footwear sewed uppers and heels onto men’s moccasins. The other two also sewed women’s shoes. Homeworkers could name the brands they made, which are not included in this list.

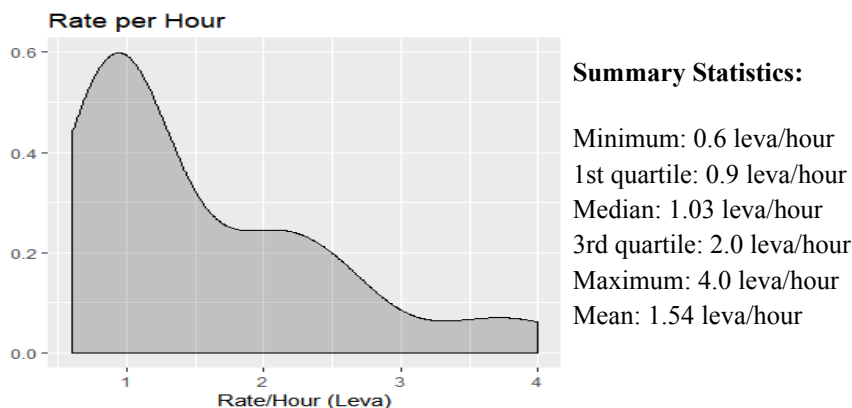
- Gesualdi & Lucchetti (2017) note that footwear brand **Geox** uses subcontractors in Bulgaria
- Risk & Policy Analysis Limited (2012) reports that **Atomic** ski boots were made in Bulgaria
- Spetzler (2016) indicates German footwear company **Deichmann** manufactures about 28% of its shoes in Bulgaria, Italy, Romania, and Macedonia.

4. Below Minimum Wage Piece Rates and Delayed payments

The minimum wage in Bulgaria is currently set at BGN 510 or €260.76 per month (EUROSTAT, 2018), which is the lowest minimum wage of any EU member country¹⁵ (EUROSTAT, 2018). The gross average annual wage in “textile, wearing apparel, leather and related products manufacturing” was the second lowest of all economic sectors at 7,828 BGN/year (approximately €333.50/month)¹⁶.

Homeworkers are paid by the piece. We determined how much each homemaker was paid per task, and how long each task took. Based on this information, we computed an hourly rate. Figure 6 shows the piece-rate computed as an hourly rate. The average rate per hour is equal to 1.54 Bulgarian leva.

Figure 6: Piece rates computed as an hourly rate



The homeworkers that we interviewed earn between 0.6 (€0,31) and 4 BGNs (€2.05) per hour. Only one person, who takes work from 7 factories, and has specialised skills, is able to earn 4 BGN

15 2018 data was unavailable for the following countries: Austria, Cyprus, Denmark, Estonia, Finland, Italy and Sweden.

16 On August 6, 2018, per the OANDA Currency Converter, 1 BGN = 0.51129EUR.

for some work. The median piece rate (if one omits outliers) per hour is BGN 1.03. This is €0.53 per hour. If one extrapolates that to 22 days per month and 8 hours per day, the average homemaker would earn BGN 8.24 (€4.21) per day and BGN 181.28 (€92.69) if they were in full time employ. Homeworkers are paid 35.55 % of the minimum wage, which is not a living wage.

Anna (not her real name) has been a homemaker for 18 years, since she was 34 years old. She makes men's pants from her home. She works for a Bulgarian owned factory that employs 70-80 factory workers. The factory delivers pre-cut fabric and she sews the pieces together, sews the hems, irons the pants and packages them. One pair takes her 40 mins as she has learnt to work extremely fast. She is paid BGN 0.70 (€0.31) per pair of pants.

Homeworkers who had previously worked (or are still working) in factories report that factories pre-set prices for homeworkers to earn not more than 2.5 BGN (1.28 euros) per hour. One reported that “the factory takes five people and sees how many pieces they can make in an hour and then they take the average and decide on a piece rate to equal 2.5 levs and hour.” Another, who prides herself on her speed, stated that she was the “leader of the team” and because she was so fast, the factory used her as a benchmark. It calculated the piece rate for homeworkers by timing how long she took to do a task in the factory and applied this to homeworkers outside the factory. She works as a homemaker for other factories. A third homemaker, who has been working as a homemaker for over 30 years and currently takes orders from 6 -7 factories, observed that “factories form cartels” to set a ceiling on wages, but occasionally when a factory has a deadline, it offers a bit more to ‘attract homeworkers from another job’.

The average homemaker (of those interviewed) has worked as a homemaker for 11.3 years (see Figure 3). Homeworkers were asked when last they enjoyed an increase in the piece-rate. Only one had ever had an increase, and that was in 2008 before the financial crisis. Some homeworkers have worked up to 17 years without piece rates increasing. Moreover, three homeworkers reported that their piece rates have been reduced. One homemaker recounted that when she became more efficient and could earn more than BGN 2.5, “...the piece rate went down: if you are making more than 4 Levs [BGN] per hour, they cut the rate. So, working fast does not help.”

While employers provide all the raw materials, and most often equipment needed, homeworkers cover the following production: space; electricity (if they work long hours at night); and in some cases, equipment, such as a sewing machine or needles.

Homeworkers were asked whether they have asked for higher piece rates from the factories and middlemen that give them the orders. These are some of their responses:

- “I ask almost every time, but the factory refuses.”
- “The factory always says, ‘yes of course you can earn more if you do more’”
- “They say the offer is take it or leave it”
- “The boss said that if you don’t like the price you can go” [the piece rate had been the same for 8 years]
- “It is not possible to try because they have calculated it. And if you ask, they say take it or leave it”
- “The middleman says, ‘I am paid like this and I cannot pay you more’.”
- “I have never asked. There are enough people who would like to do the job”.
- “They said that if you won’t accept [the piece rate] we will find someone else.”

Several homeworkers reported that their payment is delayed by a month. The first month’s wages were only paid to them at the end of the second month. This means that the factory is always in arrears with paying their workers. Whether this is a mechanism to collect interest on wages or to manage cash flow, or whether it is a means of exercising power over the homemaker is not clear. Certainly, threat of with-holding payment is used to pressure homeworkers to work long hours to meet deadlines: “They tell us that if we don’t give them the full order, we will not be paid for

anything.”

5. Working hours

The average number of hours worked per day is 5 and a half. Bear in mind that more than a third have other jobs, mostly in factories. And, the average homemaker works 6 days a week. More than seventy-five per cent work for more than 4.75 days a week. Average hours worked per day is approximately 5.6 hours.

Table 6: Average working hours (per day)

Minimum	1st quartile	Median	3rd quartile	Maximum	Mean
1.5 hrs/day	3.0 hrs/day	4.0 hrs/day	6.75 hrs/day	13.5 hrs/day	5.59 hrs/day

The average number of days worked per week is 5.6 days. 75% of the people work for more than 4.75 days a week. See Figure 8 on the following page.

Table 7: Number of days worked per week

Minimum	1st quartile	Median	3rd quartile	Maximum	Mean
2.0	4.75	6.0	7.0	7.0	5.59

The three biggest challenges for interviewees are: low piece-rates; no contracts; and irregular work. Sixty-two per cent of interviewees complained that their work is irregular. Work is irregular for a range of reasons:

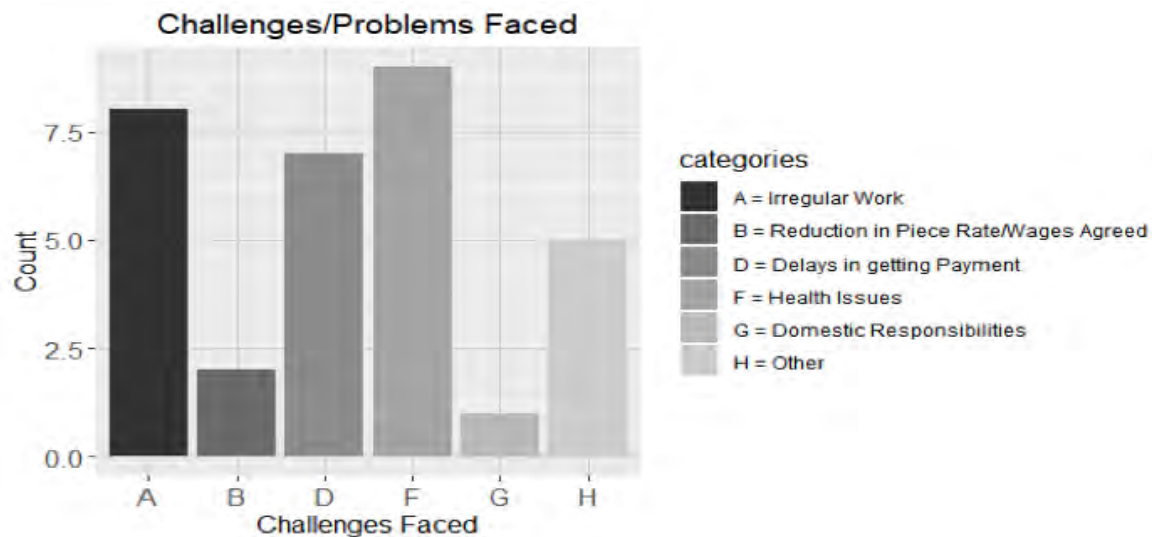
- “Sometimes there is only work for factory workers, not for homeworkers”.
- Homeworkers in the shoe sector reported that work is seasonal. They work 7 days a week between the months of October and February.
- The women who pack socks earn so little that when there is work, they work 12-15 hours a day, 7 days a week. Most of these women are on pension or disability grants.

Several homeworkers report that they take up different types of homework and seek orders from several different factories to minimize the risk of irregularity. But for those that earn the least -- such as the women packing socks --they are working such long hours and they feel as if their work is so precarious, that they don't have the wherewithal to seek additional work.

8. Challenges and Problems faced by homeworkers

The questionnaire, which is the same questionnaire administered to homeworkers in India and Thailand, tested for a range of challenges faced by homeworkers besides low piece rates. These include: irregular work; reduction in piece rates (or withholding payment); failure to pay the total amount owed; rejection and cancellation of orders; health issues; domestic responsibilities, and “other”. Figure 7 (on the following page) illustrates interviewees’ responses. The issue of no payment because contractors disappear is not captured in these responses.

Figure 7: Challenges and Problems Faced by Homeworkers



The biggest issue for homeworkers besides low piece rates is irregular work and health issues. We have discussed irregular work in the section above, and we have discussed the issues related to a reduction in piece rates and delayed payments. In this section we address “health issues” and the “other”.

Occupational health and safety

Homeworkers’ occupational health and safety concerns related to the strain on their bodies and hands as a result of excessive hours of work simply to survive. These quotes capture the desperation that people feel:

- “They put us in extremely high stress by the time frame, especially in the final part of the period they put pressure on us. They tell us that if we don’t give them the full order, we will not be paid for anything”.
- “For the young person, no one will do this even for more because it is unprestigious [sic] and one is exposed to all sorts of risks (such as toxic glue) – physically you don’t feel yourself; physically homework is killing you: you do this because otherwise you will starve”.
- “I have health problems” [asthma and heart problems]] caused by working in a pants factory that “washed the pants with toxic solutions”.
- Many reported that they have to stop for an hour or so when the pain in their hands and fingers becomes extreme. We took photos of disfigured hands punctured by needles. The pain is caused by excessive hours of work: “He has debilitating pain in his hands. After 10 pairs he has to rest. Sometimes it takes 30 mins to an hour for the pain to subside”.
- Several reported extreme fatigue. One homeworker who was part of a focus group admitted that she feels pain and is exhausted, but she feels this is normal. “One just stops thinking to survive”. Other homeworkers in the focus group shared her feeling.

No written contracts

In the three-day workshop on Convention 177 in Petrich from 15-17 August 2018 that was organised by UNITY and WIEGO, the issue of contracts was raised as the single most important issue, for two reasons: First, without contracts, homeworkers cannot prove that they do work for factories. Second, without a written contract, they cannot claim any rights set out in Chapter 8 of the Labour Code, most importantly, minimum wages and social protection. In the words of one interviewee: You are dying if you become ill. If you have health problems or you get sick, you are finished [because of a lack of social protection]”.

There is almost no paperwork. During interviews, we asked about records. Homeworkers who worked inside factories (or had previously worked in factories) confirmed that factories keep records of homework. But with the exception of one instance, where a factory kept records on a

computer, records are informal: handwritten, in a notebook, with only a first name; number or pieces; and piece rate. Despite a statutory obligation to keep records of homework, factories do not keep official records, which enables them to evade the other statutory requirements, as they can claim that they do not outsource to homeworkers. Homeworkers showed us slips of paper on which their first name appears, the number of orders and the price. They are not asked to sign anything and the factories' particulars, including their names, do not appear anywhere.

Loss of Dignity/Humiliation

We were struck by the shame and humiliation experienced by homeworkers, many of whom are well educated. In the one focus group, the participants kept reassuring us that they are not earning so little because they are lazy. Key informants, interviewees, workshop participants expressed an outrage that other EU countries are either enabling, or permitting, the exploitation of both factory workers and homeworkers of a fellow EU member.

6. Conclusion and Recommendations

The Bulgarian Ministry of Labour and Social Policy purportedly argues that the homeworkers are not employees, but independent contractors, because they do not have employment contracts. The following factors clearly show that these homeworkers are industrial outworkers, rather than independent subcontractors:

- None make complete products;
- All homeworkers have the raw materials (and most often also the equipment) provided to them by the factory or middleman;
- In the case of 25 out of 30 interviewees, the factory/workshop/middleman drops the raw materials and fetches the finished product;
- The factory/workshop/middleman decides on the price and the deadline for when goods should be complete; and
- Homeworkers do not have access to their customers and depend on an intermediary, which is an individual contractor, but most often a workshop or factory.

This objective of this paper is to provide a synopsis of homeworkers' terms and conditions of work, based on ethnographic research. The literature on global value chains sheds light on the relationships between firms, and firms and labour with global value chains, it falls beyond the scope of this paper to analyse these findings in the light of broader value chain dynamics.

We conclude therefore with the viewpoints expressed by key informants. Their recommendations include the following:

First, the Labour Code must be amended to include the definition of homework that is contained in the National Agreement, that formed the basis of amendments made to the Labour Code. This definition is the following:

“Work at home is one that meets the following conditions and shall be performed:

9. By an employee under an employment contract with the employer;

10. By a person called an outworker in his home or in another room of his choice different than the workplace of the employer”.

Second, the Tripartite Council should establish a C177 working group that to identify the obstacles --both legal and practical - to implementation of C177. Unity must be part of such a working group, as C177 compels government to consult with “organisations concerned with homework”.

Third, homeworkers must be captured by official statistics, and if necessary the government should seek assistance from the ILO.

Fourth, the inspection mechanism must be revived to inspect factories for records, and to ensure that homeworkers have contracts, and are treated equally with employees as per C177.



Georgia - Syndicate informal transport workers

Many people work from their homes in Georgia. The biggest part of them has completed secondary education and a small part - primary education.

More than 75% are unemployed persons whose only choice is to work from home. The people who carry out home-based work as a source of additional income represent a smaller percentage.

The survey shows that the people who carry out work activities from home fall in the following categories:

1. Unemployed
2. Pensioners
3. Employed, but working from home for additional income
4. Disabled
5. Pupils and students

Home-based workers are working in the shadow economy and that is why the state does not have a clear idea of their number, the activities they carry out and the type of products they make. Having to manage by themselves, home-based workers are confronted with many problems. We have classified them in three main groups:

1. Provision of materials
2. Disposal and sale of the products
3. Inability to pay their social security and pension contributions due to low earning

The biggest problem is the disposal of their products. If this problem is solved, all other problems could be solved, too. Home-based workers sell their products directly at the markets and in the streets. In order to solve the problems of home-based workers it is necessary that an ACT ON HOME-BASED WORK is elaborated. But before this the state has to ratify the ILO Home Work Convention (C177). The trade union is actively working in that direction, so that every home-based worker can have social insurance. The problem with pension insurance is also very serious.

Some home-based workers try to work legally via the Craftsmen Chamber, but they have to pay a high membership fee – 90-100 Euro per month for social and pension insurance. This is a big amount of money for most home workers.

**ЗДРУЖЕНИЕ НА КУЌНИ РАБОТНИЦИ ДОРА ДОМ – НОВО СЕЛО
МАКЕДОНИЈА**



Здружението на куќни работници ДОРА ДОМ – Ново Село е неправителствена организација, която обединува куќните работници за изнаоѓање подобри решенија за нивните проблеми. Во периодот од 1990. до 2000. беа затворени многу фабрики и голем број на работници беа избркани од работа без пензија и без какво било социјално осигурување. Многумина од овие избркани работници започнаа да работат во своите домови, користејќи ги своите занаетчиски вештини за да обезбедат гола егзистенција. Но, куќната работа не им пружи решение за нивните проблеми. Тие успеваа да се снабдат со суровини, успеваа самите да произведат и успеваа да ги продадат тие производи без ничија помош. Парите што ги заработуваа не беа доволни да го покријат пензиското и социјалното осигурување. Поради овие причини, секогаш кога овие луѓе одеа на лекар, сами си го плаќаа лекувањето. Многумина куќни работници не можеа да обезбедат за пензии, бидејќи нивниот работен стаж беше краток за две, три или четири години. И сето тоа беше резултат на ниските приходи како куќни работници и не постои закон да ги заштити. Исто така, некои од најголемите проблеми беа и снабдувањето со суровини и куќните работници го поминуваа најголемиот дел од нивното време во изнаоѓање достапни и соодветни материјали и во продавање на конечните производи по улиците, на пазарите и пред местата со висока зачестеност на пешаци, како на пример, пред трговски центри и стоковни куќи. Тогаш, куќните работници немаа организирано производство и пласман на нивните производи. Тоа е причината зошто се појави потребата од здружување на куќните работници во една организација, што ќе помогне во решавањето на нивните проблеми.

На 02.05.2011. беше основана организацијата ДОРА ДОМ. Здружението на куќни работници ДОРА ДОМ е невладина организација, чија цел е реализирање и заштита на нивните здравствени, економски, социјални, културни, хуманитарни, образовни, спортски и други права и интереси што се загарантирани со закон и со други правни прописи.

Седиштето на оваа организација е во населбата Ново Село – општина Ново Село, на ул. Мануш Турновски бр. 25. Ова здружение е организирано и дејствува на територијата на

општина Ново Село и на Република Македонија.

Некои од целите и задачите на ова здружение се: откривање, регистрирање и вклучување луѓе што извршуваат дејствија за себе или за други работодавци и додека прават така, вршат статистичка обработка на дејствијата за себе или за други работодавци; им помагаат на членовите и на нивните семејства во остварувањето на нивните законски права на социјална, економска, здравствена и друга заштита.

Здружението ги остварува своите цели и задачи преку собирање податоци за здравствена, социјална, економска, образовна, лична, семејна и друга заштита за секој член, систематизација, истражување и статистичка обработка преку анализа и истражување на тие податоци со цел да се добие поединечна и општа слика за положбата на членовите и да се одредат мерките што треба да се преземат за да се подобри таквата положба во сите аспекти на животот на членовите на здружението, преку информирање на компетентни органи, организации и институции за резултатите од положбата на членовите на здружението и нагласување на мерките што треба да се преземат за подобрување на положбата на членовите на здружението.

НАШИТЕ ДОСЕГАШНИ РЕЗУЛТАТИ

Во изминатите неколку години, здружението работеше на мапирање на куќните работници и регистрирање на проблемите со кои тие се соочуваат на работата. До денес, ние имаме мапирано 500 члена, коишто се организирани во четири гранки низ поголемите градови. Здружението учествуваше на неколку меѓународни конференции и семинари во Бугарија, Турција, Србија, Црнагора и Албанија. Исто така, здружението ограничаше две меѓународни конференции во Македонија со домашни претставници на куќни работници од Бугарија, Србија, Црнагора, Албанија и Романија. За време на овие состаноци, ние разменивме искуства од работата на куќните работници од сите земји, од нивниот начин на работа, од проблемите со кои се соочуваат и од решенијата што ги применуваат или намераваат да ги применат со цел да го подобрат животот на куќните работници. Исто така, законските прописи што владите на секоја од земјите учеснички на овие конференции им ги беа наметнале беа редовна тема на секоја таква средба. Ние имавме и состанок во Македонија со претставници од организацијата WIEGO од Англија. Ваквите бројни состаноци резултираа со идејата за создавање организација на куќни работници од сите земји учеснички на овие конференции. Во 2013., беше основана организацијата на куќни работници WOMENET East Europe, со седиште во Софија, Бугарија. Благодарение на WOMENET East Europe и организацијата WIEGO, во ноември 2013. учествувавме во една меѓународна организација во Индија, во градот Ахмадабад. Таму ја добивме можноста да видиме како куќните работници во Индија работат и ги остваруваат своите економски, социјални и здравствени права.

Здружението ДОРА ДОМ, во текот на својот век од три години има остварено одлични резултати во подобрувањето на социјалната и здравствената положба на куќните работници во Македонија. Денес, сите куќни работници имаат социјално осигурување, а што се однесува до лекарскиот третман тие ги уживаат сите права како и оние што се вработени. На тој начин економската положба на куќните работници е малку подобрена, бидејќи не плаќаат дополнително за лекарски третман. Владата на Република Македонија нуди примамливи проекти за самовработување и примамливи кредити преку Агенцијата за вработување што куќните работници можат да ги искористат.

Здружението одржа неколку состаноци со Министерот за труд и социјална политика и со неколкумина пратеници на Република Македонија. На овие состаноци ние ја нагласивме тешката положба на куќните работници и потребата да им се подобри животот. Како резултат на тоа, во октомври 2012., Владата на Република Македонија ја одобри конвенцијата бр. 177 од МРО. Конвенцијата бр. 177 од МРО се однесува само на правата на куќните работници широм светот.

Нашите активности не сопреа тука. Нашите состанувања со претставници од Владата на Република Македонија и со пратениците на Република Македонија продолжуваат и сè уште траат. Дискутиравме и сè уште дискутираме за еден голем проект – Законот за куќни работници на Република Македонија. Ги наведовме предностите што куќните работници ќе ги добијат и благодатот што земјата ќе го добие од донесувањето на тој закон. Куќните работници ќе можат да си ги решат проблемите со пензиско осигурување, а во државата ќе се намали невработеноста. Здружението ДОРА ДОМ активно учествуваше во создавањето на Законот за куќни работници, иако Министерството за труд и социјална политика го имаат последниот збор.

Ние, како здружение, искрено веруваме дека ќе успееме во донесувањето на Законот на куќни работници во Република Македонија. И покрај фактот дека здружението ДОРА ДОМ нема финансиски средства, ние ќе продолжиме да ги мапиреме куќните работници во Македонија. Ќе продолжиме да организираме семинари, саеми и панаѓури каде што куќните работници ќе можат да си ги продаваат своите производи.

Активно ќе учествуваме во работата на организацијата HOMENET East Europe со цел да можеме да ги решаваме проблемите со кои се соочуваат куќните работници на пошироко ниво (за територијата на Источна Европа).

Имаме намера да организираме меѓународна конференција каде што ќе бидат повикани да присуствуваат претставници од Владата на Република Македонија, од парламентот на Република Македонија, од Меѓународната работничка организација, од организацијата WIEGO од Англија и од куќните работници од сите земји од Источна Европа, коишто се членки на HOMENET East Europe.

Updates on Global Conference of HBW work and Global Meeting of HBW organizations, Stockholm/Sweden GENERAL INFORMATION

- 1. Global meeting of HBW organizations: 21-22 May 2018 (arrival 20th)**
- 2. Global Conference on home-based work: 22 (evening), 23-24 May**

Confirmed participants from the HBW organizations:

Region	Represented by	WIEGO coordinator	Support person (i.e. interpreter)
HNSA	Firoza Mehrota Janhavi Dave Sonia George (SEWA)	---	---
HNSEA	Poonsap Tulaphan Suntaree Saeng-ging	---	---
HNEE	Violeta Zlateva	---	Georgi Nedelchev
Africa	Edwin Bett (KEFAT, Kenya)	Vanessa Pillay	---
Latin America	Flor de Liz Feijoo (Sindicato de la Aguja, Uruguay)	Laura Morillo	---

Participants from WIEGO (other than mentioned above)

Sally Rover	International Coordinator
Marty Chen	Former International coordinator
Jane Barrett	ORP Director
Chris Bonner	Former ORP Director
Marlese von Broembsen	Law Programme Director
Karin Pape	Deputy ORP Director
Sofia Trevino	Programme Support
Barbro Budin	WIEGO board member

Exhibition of Regional home based worker organizations:

Participants from each region are requested to bring objects or documents such as posters and pamphlets for an exhibition to be displayed at the Conference. If you wish to bring a limited number of products as part of your exhibition, you may do so. The exhibition will be up throughout the Conference. There will be 5 stalls all together, one per region.

1. Global Meeting of HBW organizations (21-22 May)

Objective of the meeting of HBW organizations

The meeting of the Regional home-based workers organizations together with WIEGO will be a strategic planning meeting which aims to discuss the situation of HBW organizations in each region and globally - and the way forward for international networking.

Agenda

Please, see the draft agenda attached for details.

Regional home-based workers organizations are encouraged to have an internal discussion on the agenda items.

Preparation

a.) Participants are requested to work on two templates, which are attached and which should be returned to Laura and Karin by **Monday 07th May**.

One template is an overview of the different regional organizations (some of them “Nets”, some of them evolving regional organizations): how the different networks/regions are structured, how they function and what are their strengths and weaknesses. We kindly ask you to update the document (prepared originally in 2017 with some updates).

The second template asks for detailed information about each of your affiliated organizations (or organizations which work together, as is the case in Africa). This means that we ask you to use one template for each organization in your regional structure/network. Please do as best as you can. If you don't have detailed information give estimates, indicating that it is an estimate.

b.) Please prepare a short presentation summarizing the information in the second template. We will be still sending questions as a guide for your presentation

2. Global Conference on home-based work (22-24 May)

The Global Conference will take place immediately after the Global meeting. It will bring together 45 academics and activists to receive and discuss papers on the history and current situation of home based workers.

On the evening of the 22nd May there will be a public event with two key-note speakers. One of them will be Marty Chen.

On the evening of 21 May, we need to prepare for the exhibition (stalls).

On Wednesday 23rd May in the afternoon, the regional HBW representatives will give short presentations about HBW in their regions and will engage in discussions with the participants. We will be preparing proposed guidelines and guiding questions for the session

See attached draft programme outline for the Conference

REPORT

Regional workshop on the problems of homeworkers in the CA countries, november 2018

Purpose: Strengthening the network of homeworkers in the CA

GOALS:

- TO IDENTIFY THE MUTUAL NEEDS OF THE HOME WORKERS IN THESE COUNTRIES ;
- TO ACQUAINT WITH CONVENTION C177 AND TO CONDUCT TRAINING HOW TO USE MECHANISM OF ILO;
- TO DEVELOP A PLAN FOR PARTICIPATION OF THE ORGANIZATIONS FROM CA IN THE SECOND CONGRESS OF THE NETWORK IN 2019;

1. Introduction

For the first time an organization from CA participated in the First World Festival of homeworkers in 2012. It was represented by the trade union leader of the light industry – Mrs. Babaeva from Kyrgyzstan. The network HNEE until 2015 has worked only with the founded by Mrs. Svetlana Balalaeva organization of women homeworkers in Kyrgyzstan. There were representatives of homeworkers' organizations from Uzbekistan and Tajikistan in the meeting in Bishkek in the autumn of 2015 financed by the Flow Project. From this year the organizations from CA began jointly actions and Kazakhstan joined them in 2016.

The participation of CA in the project of Sida was welcomed and evaluated positively by all organizations. It is necessary and in time because the network in CA is still developing and the support on behalf of WIEGO is of great importance for the homeworkers in this region.

II. Presentation of the problems in the particular countries – 16.11.2018

1. Kyrgyzstan – The participants from Kyrgyzstan represented different homeworkers' organizations:

- Svetlana – she has registered an NGO „Aidemi”- Women Creative Studios Association in Kyrgyzstan (100 women) and a group of 25 women has hired an office in Bishkek. They conduct trainings, qualifications and work. They have provided market not only in the country but in the USA, Hungary as well. In most cases they work on orders.

- Venera from Osh – she has founded a shop for carpets and clothes in which work 15 women and 50 people work from home in the area. She provides orders and payment for the women homeworkers.

- Chaigul from Narin, a high region in Kyrgyzstan, is a leader of disabled children. She conducts training in traditional crafts for the parents, finds a market and in this way she supports the Center for children.

They all are united by Svetlana and together fight for the protection of homeworkers' rights. From the beginning of this year, they have succeeded in convincing the government and with the support

of the trade unions from the light industry, to register the homeworkers under patent and not to pay taxes. The homeworkers still do not have social security and are in the informal economy. The organizations in Kyrgyzstan have active and constant support from the Federation of Light Industry.

2. Kazakhstan – the organization which represents the target group is founded as a Center for homeworkers in 2014 including 20 women and local producers. At this moment they are more than 170 people with different professions. The main goals which they face are: training in high quality; participation in festivals, forums and establishing branches across the country. They actively use tourism for searching orders. The government pays the rent for the premises in which they work during festivals and fairs.

The major problems for the homeworkers are: lack of legislative policy on social security and registration of homeworkers. Therefore they struggle for the ratification of ILO Convention C177. Aigul, the leader of the Center, is a bearer of several medals and many others government awards. She and the trained by herself women have participated in many world fairs. She has a certificate from UNESCO.

3. Uzbekistan – In 1994 a group of crafted women wanted to participate in a fair in Pakistan but were not allowed in because they did not have a registered organization. This incident became an occasion for establishing an NGO „Crafts Development Center of Bukhara”. They work in 4 different spheres and have restored more than 61 old professions. They were sent to training in India for a month in order to learn how to colour the yarn.

Mrs. Bazarova, the representative of the NGO, shared with satisfaction that the organization is developing very fast with the support of the government. Namely:

- A group of 50 women work in each area and get a salary;
- The homeworkers are exempted from sales taxes and can sell everywhere without rent for 5 years;
- At the invitation of the social minister they received funds for training;
- Membership in the Chamber of Commerce without paying fee; using their shops without cash register; supporting participations in fairs abroad without paying taxes;
- From 2018 with a government decree the home workers can take free of interest credit;
- The government gives a center building;
- Training of many young people and thanks for that the regional festival gathered 50-60 000 participants in May;
- The government is in constant communication with them and take into consideration their proposals and requests;

The only problem is the lack of social security for the homeworkers and new markets as the organization is constantly growing. Mrs. Bazarova thinks that there is no training in entrepreneurship.

4. Tajikistan – Mrs. Mukarrama, a leader of NGO „CASCA“- Central Asia Crafts Support Association - has many awards from fairs and thanks to her this year there was a festival of the homeworkers.

The organization works very well with the government. As a result of their joint work in Tajikistan take place:

- Joint training of young people in traditional crafts and entrepreneurship;
- Fairs and opening of state shops in tourist sites;
- A law on crafts and homeworkers was adopted through which they are all exempt from taxes and patent forever;
- A pension fund similar to the one in the United Kingdom has been set up.

As a major problem, Mukarrama noted the developing of an unified national structure for homeworkers. With the support of the government, until the end of the following year, they have set themselves the task of covering the whole country organizationally.

III. Cooperation between organizations of homeworkers and trade unions – 17.11.2018

The workshop was attended by Mrs. Raskul Babaeva, Deputy chairman of the trade union in

Kyrgyzstan, Mrs. Almash Zharkunbayeva, Chairman of the Federation of Light and Textile Industries and Mrs. Fatima Sadamkulova, Head of the Light Industry and Energy Government Department.

They presented the state of the informal economy in the industry. According to statistics, 73% work informally, most of them in the light industry. The trade unions and the Minister of Industry pay close attention to handmade work and sewing industry because they rank third in export and 80% of all industries.

The trade unions have succeeded in gaining a patent system for handmade work. They help the organizations of homeworkers to analyze the market in the country and abroad so that they can receive orders. They also work actively for training and qualification of unemployed. Thanks to their active policy, more than 520 women are engaged in homework on a patent and are socially secured.

IV. Work plan for 2019

1. The next year's work should focus on organizing and conducting the Second HNEE/CA Congress. Proposals for changes to the Statutes were made. Everyone unanimously chose Mrs. Svetlana Balalaeva as a coordinator of CA. They decided by the end of January to send their final proposals for the statutes after they got acquainted with it.

2. As permanent activities during the year, they voted for several:

- submission of information on all issues concerning the network;
- a quarterly comparative analyses of the legislative changes related to homeworkers;
- maintaining partnership with everyone in the network and other organizations;
- active participation in the Global network of homeworkers;
- creating an united market in the network;
- organizing a transport festival in CA in May. The plan and the budget for the festival will be ready by the end of the year.

V. Conclusion.

The first day was difficult for the participants. After that they shared the pace of work was elevated, but they learned a lot about WIEGO, ILO and the network – things useful for their work. All team leaders and the homeworkers were active and engaged all the time. They have done a great job themselves. Some of them, such as the organizations from Tajikistan and Uzbekistan work great with the government, the president having achieved a lot in solving the homeworkers' problems. Everyone accepted Violeta's offer to send letters of thanks to the two presidents. For the period September 2015 till now the organizations have developed. Convention C177 in Tajikistan is effective, and thanks to it, the president has issued a tax exemption decree to all who work at home. He has provided a building of 2 800 sq.m. as a center in which to train, qualify and inform.

The organizations from CA mostly work with orders, making them stable and financially sustainable.

I would say that it is a pleasure to work with leaders and homeworkers in CA.

REPORT of Local seminar in Bosna and Herzegovina - 14.06. - 17.06.2019

Participants: Homeworkers' representatives from Bosna/Herzegovina (30 participants) and partners from Albania, Macedonia, Serbia, Bulgaria and Montenegro

Key thematic areas:

1. Legal regulation in Bosna/Herzegovina.
2. To share problems of home-based workers in the countries represented at the Seminar.

3. Plan with congress activities.

Aims and objectives:

1. To study the problems of homeworkers.
2. Proposals for legislative regulation of home work.
3. To expand the organization and in other places.

Introduction

The organization “**Dvije ruke**” was officially registered 2 years ago. More than 5 years, a group of home-based women gather and exchange information about their problems. They seek ways to overcome them and find support in local government. Together with the mayor of East Sarajevo they suggest to ratify ILO Convention 177. And it became a fact in 2016.

Now the problem is to unite the separate small groups of home-based women in one organization. At the moment there are around 20 different organizations, some of which are registered, others – not.

As in the other Balkan countries, here also self-employed and home-based workers overcome problems. As self-employed work mostly seamstresses for large western companies. And the problems are the same:

- lack of market;
- necessity for marketing and advertising training;
- difficult supply with materials;
- informal work without social security contributions;
- The seminar was necessary and in time.

1. Legal regulation in Bosna/Herzegovina

ILO Convention 177 is regulated but no legal measures have been taken yet.

Violeta on behalf of the Bulgarian organization shared the experience to create a law on home-based work. It turned out that the conditions in the legal regulation in Bosnia and Herzegovina did not differ from that in Bulgaria. It is even easier for them than in Bulgaria because in the Labour Code there are regulations for protection of home-based work.

The leaders of the organizations decided to unite by the end of June and on behalf of the new organization and to prepare a draft law.

2. Share problems and solutions for solutions

Everyone decided that before uniting in one organization, they had to discuss the essence of their problems.

After the presentation of all the participants at the seminar they were divided into groups and identified the following problems. Against any problem, they presented a solution, namely:

Problem	Solution
1. Supply of materials	There is no production or raw materials
2. Products distribution	Working with tourist organizations
3. Financing	Organization and association; work with the municipality and projects
4. Marketing and advertising; pricing	Training and market exchange

According to Shika, a representative from the Foundation „Mama Cash“, there is not one solution for all. It is necessary at any moment to take into account the problems in an organization and to seek for solutions. She presented the work of the foundation and the application forms for

projects.

The organization is founded in 1983 and it is the oldest international women's fund in the world. It helps to create partnerships and networks to protect and raise women's voice on a global level. The main focus in Mama Cash's field is women's rights and economic protection. Their mission is to support and strengthen international women's movements.

Organizations that were supported: home-based workers, seamstresses, migrant women's organizations and sexual rights groups.

Grants are announced in March-April on the website of Mama Cash where is the application form. Mama Cash believes in joint efforts and ability to change the world.

„We are ready to support revolutions which you are starting“.

3. Suggestions for goals and tasks for the congress

For workers in the informal economy to exercise their full labour rights, legal recognition and practical integration of their right to be represented by worker-controlled organizations of their own choice is essential. They must be able to regulate their working conditions through collective bargaining processes that involve democratically elected representatives of these worker organizations (not representatives of other trade unions on their behalf).

Most informal workers are not protected under existing labour regulations (which are premised on an explicit employer-employee relationship) and most informal enterprises are not covered under existing commercial or business laws (which are premised on a formal commercial contract). Further, many informal economic activities are governed by local government regulations. Activities of the urban informal workforce are governed in large part by urban planners and local governments, which set rules and determine norms and practices about who can do what, and where. Often the rules are framed or interpreted in ways that discourage or ban informal activities without providing any acceptable alternatives, thus destroying the livelihoods of informal workers.

Appropriate Legal Frameworks – Extending legal protection to informal workers will require rethinking and reforming existing legal regimes in most countries. The working poor in the informal economy need new or expanded legal frameworks to protect their rights and entitlements as workers, including the right to work (e.g. to vend in public spaces), labour rights, commercial rights, and land-use rights. Labour legislation needs to be revised to include the right of own-account workers to have their representative organizations registered as trade unions with the right to negotiate with relevant authorities and to access simple statutory dispute procedures. In addition, laws need to be effectively applied in cases of disguised employment relationships, or where joint and several liability applies in triangular employment relationships.

Taking into consideration the above-mentioned problems in the informal economy, the First Congress of HNEE/CA Network for the 2014-2020 period set primary objectives and tasks for home workers' organizations. Now, through the five-years collaboration, it is time to report and plan future activities.

At the Annual Network Conference held in December 2018, preliminary tasks were set in Sofia in connection with the Second Congress - September 2019. Organizations from the Balkan countries have the obligation to prepare a draft proposal for the objectives and tasks of the HomeNet in the next period.

The participants worked in groups and made the following suggestions:

A. Long-term goals:

- Legislative regulation of home-based work in its two forms;
- National Statistical Reporting of home-based work;
- Classification of home-based professions at national level;
- Organizing regional and cross-border centres.

B. Short-term goals:

- National mapping and organizing of home-based workers;

- Training and qualifications by professions;
- Travelling exhibition;
- Regional festivals;
- Developing of shopping centres;
- Certification of products.

Zora from Serbia was elected for speaker at the Congress.

4. Organizational exchange plan

The uniform market is not only an economic structure, but a policy related with protection of the specific fundamental rights of home workers.

Necessity of general approach to the uniform market

We believe that the conception of the uniform market has to be complemented in order to expand its scope; everyone who participates in the forming and implementing the uniform market must perceive more sustainable approach by fully integrating the interests of the participants;

We emphasize that a stronger, deeper and wider-scoped uniform market is vital for the development and expanding of the labour market;

We emphasize that the uniform market has a central role in achieving the objective of a sustainable and highly-competitive social market economy in the context of the long-term vision of the network;

We believe that the uniform market is a very important prerequisite for the success of the market; therefore, we suggest that each uniform market strategy and policy to be coordinated by the organizations and based on pragmatic, comprehensive and wide-scoped agreement supported by everyone. Mostly, it has to be focused on priorities which the organizations will really recognize and implement effectively on national, regional and local level;

We emphasize that the uniform market should provide benefits for the consumers such as better quality, greater diversity, reasonable prices, safety products and services;

Taking into consideration the requirements of the uniform market, the participants at the seminar prepared a one-year exchange plan:

1. Festival and review – October in Bachka Palanka;
2. Exhibition and a review in Sofia - September;
3. Exhibition in Montenegro –August;
4. Pumpkin day in Sarajevo – October;
5. Festival in Georgia – October;
6. Festival in Buhara – May.

We are expecting new suggestions during the Second Congress.

REPORT of the Caravan in Central Asia (May 13 - 26, 2019)



Caravan in Kyrgyzstan

May 13, 2019

- ☑ Arrival of Caravan participants in Bishkek, meeting at the airport and accommodation at Seven Hotel Bishkek, Bishkek, 429B, Frunze Str.
- ☑ Lunch at the cafe "Buhara Assorti";
- ☑ Working meeting of the Caravan participants - discussion of the tasks and work plans of Homenet EE / CA until the end of 2019, clarification of the programme and working moments of the Caravan, discussion of the video with the cameraman Rustam Sadykov. The meeting was conducted in the Women's Creative Association "Aydemi" (Women Inspiration), Bishkek, 178, Sydykova Str. office number 1.
- ☐ Dinner at the cafe "Buhara Assorti";

May 14, 2019

1. Visiting the sewing enterprise "Larisa Fashion". Bishkek, 12, Zhukeeva-Pudovkina Str.
The sewing enterprise was founded in 1994. The leader is Popkova Larisa Valerievna. It was chosen for visiting as a model of business development on the basis of its own homebased work in its initial stage. There is a primary trade union cell of the Committee of the Textile and Light Industry of Trade Unions in the Kyrgyz Republic.
2. Meeting with homeworkers from Kyrgyzstan in the office of the Association "Aydemi". The topic of the meeting - getting familiar with the situation in the field of homebased work in different regions of Kyrgyzstan, problems and possible solutions.

Present: Caravan members -8 people.

Emilia Salieva - freelancer, tourism consultant, translator;

Zhamanbayeva Burulush, leader of a group of homeworkers from the village of Min-Bulak, Naryn district of the Naryn region, trade union coordinator for the Naryn region;

Amanova Toyunbyubyu, leader of the homeworkers group from the village of Acha-Kaindy, Atbashy district, Naryn oblast, leader of the Public Foundation "Cheber Koldor" (manual craftsmen);

Usubaliyeva Mairamkul, homeworker, master of dyeing and felt, Lakhol village, Naryn

district, Naryn region, temporarily working in Bishkek;
Toktosunova Kenzhekan, homemaker, felt master from Tamchi, Issyk -Kul region;
Indira Madambekova, leader of a group of homeworkers from Cholpon-Ata, Issyk-Kul region.

Tokombaeva Gulnara, leader of a group of homeworkers in Bishkek;

Gaparova Erkinay, homemaker, felt master from Bishkek;

Urchieva Aizad, master of embroidery from Bishkek;

From the 9 representatives of homeworkers, - 7 members of trade unions.

The meeting was attended by 17 people.

3. Visiting the Federation of Trade Unions of the Kyrgyz Republic

The meeting of the participants of the Caravan, representatives of homeworkers of Kyrgyzstan with the Vice-Chairman of the RK of Trade Unions of the Kyrgyz Republic, Babayeva Rysgul and the chairman of the Committee of Light and Textile Industry Zharkynbaeva Almash. Discussion of the general problems of the informal sector in the Kyrgyz economy, the state of the legislation of Kyrgyzstan regarding homebased work, the role of trade unions in protecting the rights of homeworkers.

Present: Caravan participants -8 people

Zhamanbayeva B., Amanova T., Toktosunova K., Madambekova I. - Representatives of homeworkers.

Joint dinner with representatives of the Trade Union in the restaurant "Pishpek"

May 15, 2019

Visiting the workshop of Gulmira Akmatova (weaving) - work experience with homeworkers, organization of workplaces in rural areas.

Chui region, Kemin district. Kyzyl Suu village (100 km from Bishkek). Together with the participants of the Caravan, was also A.Zharkynbaeva, the chairman of the Light and Textile Industry Committee.

Conducted conversations with homeworkers - spinners –Todu Usubalieva,

Zhusupova Zulaikha, Ukueva Mayram, Sarkashkaev Toibubu. Master Spinner - Moldobekova Paradise. All are union members.

Discussion of the results of the stay of the *Caravan in Kyrgyzstan*.

May 16, 2019

Departure to Almaty

Report on the Caravan of Central Asia homeworkers in Kazakhstan

On May 16, 2019 after visiting Kyrgyzstan, the participants of the Central Asian Caravan left for Kazakhstan, in Almaty.

Upon arrival at the hotel, the whole team was accommodated and had lunch. Immediately after lunch, we went to the Qazaq-Oner Artisans Centre, which is located at 5/11, Nurkent, in the Almaty Art Center in the Athletic Village.

The Qazaq-Oner artisans centre is a complex of artisans' workshops and a finished goods shop, where artisans and homeworkers masters from the city of Almaty and its environs place their products and have the opportunity to jointly sell them. Previously, there were no such centres in Kazakhstan. The uniqueness of the Centre lies in the fact that, for the first time in Kazakhstan, artisans and homeworkers created a common platform for local, Kazakhstani craftsmen to solve their common problems and promote finished and high-quality products. There are also workshops

where beginners, young artisans and homeworkers have the opportunity to create, create handicrafts, as well as receive tourists and all visitors, hold master classes for those who want to learn crafts. This project, initiated by artisan, director of the workshop “Aigul Line” Zhanserikova Aigul was supported by the Akimat of Almaty and for 1.5 years the Akimat has paid for the rent of the premises of the Centre. At present, following the example of Almaty, such centres are planned to open in many other regions of Kazakhstan.

The Qazaq-Oner Artisans Centre unites homeworkers who work at home and artisans who may in turn have apprentices, employees. There is also a management team that is engaged in receiving products from the above-mentioned masters, inventorying the products, layout and design in the shop, consults and sells the products, maintains accounting and documentation, promotes products in social networks, etc.

Homebased craftsmen have the opportunity to hand over the finished products to Qazaq-Oner shop at a price that is determined by themselves. In the shop there is a mark-up of 20-40% depending on the type of products to provide salaries for sellers, accountants, managers, as well as the manufacture of labels, packages, business cards, booklets, the purchase of necessary materials, stationery and other general expenses for the Center.

The Qazaq-Oner Artisans Centre works closely with travel companies and welcomes tourists, both inbound and inland. The centre is listed in the tourist map of the city as one of the important cultural sites to be visited by tourists.

After a brief tour of the Artisans Centre, the participants of the Caravan met with homeworkers and discussed the problems and achievements of homeworkers and artisans in Kazakhstan at a coffee break. The meeting was attended by homeworkers: Zeinelkhan Mukhamedzhan - master of embroidery, Kulzhan Hussman - master of embroidery, Natalia Bereznikova - master of felt, Zhanar Baybolova - manufacturer of leather goods.

May 17, 2019

On the second day of the Caravan participants' stay in Almaty, began with a meeting with Nazira Asylbekovna Togizbayeva - secretary of the Commission for Women and Family-Demographic Policy under the Akim of Almaty, who spoke about the Commission's activities, as well as with Zhanabilova, Ardak Sarybayevna, a lawyer human rights activist and director of the Public Foundation “Centre for Monitoring Human Rights”, who spoke about the rights of homeworkers and the legal framework of Kazakhstan in terms of protecting the rights of homeworkers.

After lunch, the Caravan participants visited the second point (branch) of the Qazaq-Oner Artisans Centre in the centre of Almaty, located in the Visit Almaty tourist hub, which is located in the building of the Palace of Sport and Culture named after Baluan Sholak. There is also a shop for handicrafts by craftsmen, homeworkers and artisans. This point located in the centre of the city can be visited by both tourists and local residents and visitors to the city.

In the evening, all participants of the Caravan flew to Taraz at the invitation of the Tourism Department of the Zhambyl region. Taraz is one of the oldest cities in Kazakhstan, the administrative centre of the Zhambyl region.

May 18, 2019

From 10.00 in the morning all the participants of the Caravan took part in the opening of the newly restored caravanserai Tortkul on the Great Silk Road. Taraz in ancient times served as an important link of the Great Silk Road, and here, in addition to the developed arts and crafts, there was also a kind of transshipment base for merchants who plied the Great Silk Road. It is important that in this complex now weekly, from Friday to Sunday, fairs of craftsmen and homeworkers "Masters of Ancient Taraz" from Taraz and Zhambyl region will be held. This complex as an important tourist object will attract not only locals, but also tourists.

The Caravan participants also had the opportunity to meet directly with homeworkers who

presented their products at the fair on the opening day of the Tortkul complex, about the prospects for the development of handicraft in the Zhambyl region, as well as homeworkers problems.

May 19, 2019

In the evening, all the participants of the Caravan returned to Almaty, and in the morning of May 19 flew to Dushanbe.

Separation with Karin.

Report on the Caravan of Central Asia homeworkers in Tadjikistan

Meeting at the airport. Transmitting the bullfight from Aigul, Kazakhstan, to Muhararama - Tadjikistan.

Accommodation at the hotel.

Visiting the home of the Minister of Culture. His wife is the director of the museum at the National university, and in her free time she works as a homebased worker. She teaches disabled women in traditional crafts on voluntary basis. Together with them, they organize and participate in exhibitions and markets.

May 20, 2019

1. In the Hissar Valley - the Valley of Homebased Workers. All traditional crafts are developed here. In the valley there is an old fortress that has become a centre of crafts. Hisar is connected with the "The Great Silk Road", so it is visited by many tourists.

Here homeworkers can sell their products in two ways:

1. They themselves work in the shops and sell their products to other women. All homebased producers are exempt from taxes and up to 3 years do not pay rent, after that 5 rubles for 2 sq. m.
2. Provide their products to merchants.

In the Kurunzobay area

The home worker, Gulbonu, is a leader in the region and chairman of the women's group Karatag. It brings together more than 100 women in the region. Their purpose is to revive gold embroidery and weaving. She receives small government grants and purchases looms and materials for women. Each of the women weaves at home, and the finished products come together. Every day they can weave 10m each, which costs 10 euros. Gulbonu has trained her daughter and her daughter-in-law to help her.

They sell the finished products at small bazaars against small rent organized by the local government. Most work on orders for traders and for authority. Everyone is exempt from taxes. Upon realization, 20% remain in the organization for purchasing materials and consumables. They have permanent orders.

The office of Mukarrama-chairman of the NGO "Haft Painar"

The office has two floors provided by the government for free use. In the "House of Folk Creativity" (the building) are developed traditional crafts. Particularly is developed the local known in the past embroidery "Susanne". The office has been in existence for more than 20 years. According to the regular data base, from 01.2019 to May 2019, more than 600 homeworkers have been trained and consulted here.

From 20.05. here will be conducted training and production of leather products. A representative from the Ministry of Culture and local government solemnly opened the new industry. At the same time an exhibition was organized with representatives from the region.

May 21, 2019

1. In the union

Discussion on ILO Convention C177 and a law on self-employed entrepreneurs with the Deputy chairperson of the Independent Trade Union, Mrs Nazirova Nigora. The government encourages the development of traditional crafts. Following the ratification of Convention C177 and the adoption of a law at home and homework, the Law on Self-Employed Entrepreneurs is now being developed. All crafts are informal and exempt from taxes. 2019 - 2020 is declared to be a year of tourism and self-employed homebased workers.

They do not collect membership fees from homebased workers because they are poor. Their purpose is to organize them and help in the realization of the production. Therefore, they regularly place orders and sign labour contracts with them.

2. Visiting a homebased potter

Sochob Said is rewarded twice as a Tajikistan hero and a member of UNESCO. He graduated from a chemistry engineer in Ukraine. He has been working as a potter, restoring traditional elements for 15 years. He never repeats the pottery elements. He works 14 hours a day, usually on order. He participates in exhibitions in the country and abroad.

There is no craft law in Tajikistan, but he benefits from the tax exemption. He can sell wherever he wants. He pays only rent for the time he has rented the place. During the exhibitions he makes master classes. There is a desire to teach, but there is no room for the purpose.

He is the father of four children and only his youngest son is interested in his father's craft. The first assistant in his work is his wife who is responsible for the supply of clay and paint.

3. Visiting masters of miniatures

A family of homebased miniature artists. The father is a geologist by profession, but for more than 15 years he has been working with exploring and restoring old miniatures. His wife organizes training for young, talented children in the technique. And their little daughter has inherited her father's talent and work. They have organized a miniature museum and a children's training centre at home.

May 22, 2019

1. Departure from Dushanbe

2. Meeting with homebased women in Beijing, on the border with Uzbekistan

Local government has given place in the cultural training center in traditional embroidery. The experienced master Matluba Alinova trains 30 women for 2 months. She has started working at home with a few women. Now she works with 14 municipalities with the support of the government.

They sell on foreign markets and receive good income. There are 3 administrators on salary in the centre: designer, 2 assistants. She is a teacher, but on a voluntary basis. According to the cultural centre plan a training of all women from the region should be conducted for 2 years.

They work on orders and search for markets themselves. Homebased women for a month receive about 30 - 50 euro / this is around the average salary for the region /.

Report on the Caravan of Central Asia homeworkers in Uzbekistan

May 22, 2019

Caravan Uzbekistan!

1. We stopped at a hotel Furkat and attended Bekmukhamedova Nargis Samarkand "ART house". We looked at how she works with homeworkers. Nargis Bekmukhamedova has been working in this field for 20 years. Dinner at Samarkand ART house.

Visiting the historical monuments on Registan Square.

May 23, 2019

2. They visited the centre for supporting crafts Ruhabad of the city of Samarkand with homemaker Shoira Ganieva. She told us about her activities. She has been a founder of crafts in Uzbekistan and has been working for more than 25 years.

The centre is state-owned and deals with cotton and wool products. They are trained in colouring and embroidering in a traditional way. Homebased workers deliver their products to the sales outlet. They do not take a percentage of them at sale and at exhibitions. They are currently introducing new technique - drawing on fabric.

They regularly host master classes - free of charge. Sheira teaches them as a volunteer.

3. After lunch, the caravan arrived in the Gijduvan region (45 km from the city of Bukhara). They visited the workshop of the famous potter, the ceramist Alisher Narzullaev.

May 24, 2019

4. The caravan visited the workshop of the shop on gold sewing "Zarkon". We talked with the director of the workshop Khodjaev Rahim. Gold embroidery shop "Zarkon" in 2018 became the owner of the diploma "Mark of Quality". This diploma is assigned to the best craft products. Interviews with homeworkers of this workshop. Created all the necessary conditions for homeworkers.

All workers, those in the factory and those at home, are about 2400 people. The goal is to become the centre of gold embroidery.

They work actively on orders from the government and from abroad. The design is done in the factory, and the easier models are sewn home.

Homebased workers are paid salary for work done. They can also work in the factory.

At the same time, charity work is also taking place. Children left without parents are housed in a building close to the factory. The older are included in training classes.

They receive funding from the state and from projects. They are currently working with Australian donors to develop the Golden Embroidery Center. This center will be included as a tourist site.

5. After lunch, we attended the Arabian Ahmad handicraft workshop. Arabic handicraft master Ahmad i presented his activities.

May 25, 2019

6. The Caravan participated in the Silk and Spice Festival. Visited the center of craft development in Bukhara. In the centre of the development of crafts was a conversation with the homeworkers Mahammatkul Zhuraev (a master in the manufacture of textiles, for example: national fabrics atlas, adras) and with the homemaker Halimova Dilbar, a master in manual embroidery.

They work at home, and here in the centre, during the tourist season, sell the finished product.

They sell at prices they put themselves. For the centre remains 10%.

The Bukhara Handicraft Development Centre was established in 1996 and is a non-governmental organization.

The mission of the centre is:

- Preservation and development of the cultural heritage and traditional crafts of the Uzbek people.

The purpose and task of the center is:

- Revive the crafts.

- Through the revival of crafts to teach women and youth to crafts.

- Create schools "Master and student."

- Create new jobs especially in rural and mountainous areas

- Organize festivals, fairs.

- Widely advertise the products of craftsmen and artisans in the international market.

- To protect the interests of artists, creative people in front of the government.

The Centre for the Development of Crafts is the participant of the most prestigious exhibitions of international importance as: Handicraft Formula, Grand Textiles (Russia), Santa Fe (USA), Italy,

Turkey and other countries of the world. Every year we hold the festival "Silk and Spices" - the founder of this festival is the centre of crafts. Now this festival is held by decree of the President of our Republic, our small business has become unique. About 400 masters of the republic, 100 masters of the CIS countries and abroad participate in this festival.

Objective one is the development of tourism and handicrafts and to be a bridge of cultural dialogue and community. Women with their work were awarded highly.

7. Every year, the festival gives awards to those who have received a certificate from UNESCO.

8. Fashion show featuring representatives from Central Asia, India and France. Mukaramah from Tajikistan completed the show with her model.

Organizational day:

1. Financial reports by country;
2. Interview with Mukarama and Matluba.
3. Closing the Festival.

For 20 years, the festival has been organized by the Development Centre headed by Matluba Bazarova. The organization is on a voluntary basis. In the last two years the events during the festival are funded by the president. Similar festivals are taking place in many other places in Uzbekistan, which is the result of tourism development.

The Government encourages and finances activities related to the development of crafts. According to official statistics, Uzbekistan has 2,280,000 craftsmen, mostly from 3 districts. Now in Bukhara there are 50000 formal and 300-400,000 informal. The goal is for all to get certificates and to work legally. To be able to sell on the market without taxes, with just \$ 25 per month for pension.

Home-based Workers Global Network CONSTITUTION

1. PREAMBLE

We the members of **HOMENET INTERNATIONAL** are committed to build unity and solidarity of home-based workers. Our vision is for greater visibility and recognition of home-based workers and a strong, united and representative voice on global platforms, where they effectively engage and challenge those who have power over their working lives, such as governments and employers.

1.1 **Home-based workers** are workers in the informal economy who produce goods or services for the market either from their own homes, or adjacent grounds / premises or a common place near their homes, provided the premises are not those of the employer. They could be either self-employed own account workers or sub-contracted workers or both.

1.2 Key Principles:

We are guided by the following key principles:

- a. Home-based work must be recognized as work and home-based workers must enjoy the same rights as other workers.
- b. Home-based workers (HBWs) are entitled to decent working and living conditions as stated by the International Labour Organisation in its various conventions and recommendations including ILO Convention 177 and Recommendation 184, which/ must be enshrined in

- national laws and/or policies.
- c. Non-discrimination on the basis of gender, race, ethnicity, religion and/or sexual orientation is a key guiding principle.
 - d. Collective and accountable leadership of women home-based workers will be a key principle.
 - e. Flexibility across regions will have to be factored in, in view of the diversity in organizational forms, culture, level of government recognition, organizational development, political situation etc.
 - f. Global initiatives will be defined by grass-roots realities rather than being top-down. “No global without local” will be the principle.
 - g. To work in solidarity with other workers in formal and informal employment and other allies.
 - h. Some home-based workers are in- country as well as cross- country migrants. HNI seeks to promote the full rights and participation of all such migrant home-based workers as well.

2. NAME

HOMENET INTERNATIONAL (HNI) is an international network of membership-based organizations, federations, networks or alliances of home-based workers.

3. OBJECTIVES:

The objectives of HomeNet International are:

- 3.1 To raise visibility and gain recognition of home-based workers as workers nationally, regionally and globally.
- 3.2 To build and provide solidarity amongst HBWs around common issues nationally, regionally and globally.
- 3.3 To provide a representative voice on global and regional platforms.
- 3.4 To help build and/or strengthen strong, democratic and accountable home-based workers’ organization which protect home-based workers’ rights everywhere.
- 3.5 To promote the collective and accountable leadership of women within home-based workers organizations
- 3.6 To support affiliates to develop effective mechanisms to improve the livelihoods and working conditions of home-based workers.
- 3.7 To use the power of a global voice to influence governments and employers at global, regional, national and local levels
- 3.8 To work towards ratification of ILO Convention 177 and/or policies for home-based workers.
- 3.9 To mobilize and share funds/resources, in pursuit of the above objectives.

4. METHODS /ACTIVITIES

- 4.1 Organize and/or support campaigns of relevance to home-based workers including those to ratify ILO Convention 177 and to implement its provisions.
- 4.2 Represent home-based workers at regional and international forums.
- 4.3 Support the formation of new regional networks and help strengthen existing regional networks.

- 4.4 Support regional networks as key providers of education and organizational development of affiliates.
- 4.5 Engage in and promote research on home-based work, including with regard to global supply chains.
- 4.6 Provide education and training activities and opportunities for affiliates.
- 4.7 Share experiences / good practices and disseminate advances in home-based workers' organizing, campaign victories, bargaining models, legal and social protections, marketing and other activities of home-based workers' organizations that contribute to improving the working and living conditions of home-based workers.
- 4.8 To take the lead and work together on common campaigns / issues and challenges to bring change for members
- 4.9 Build alliances with trade unions, cooperatives, supportive NGOs and organizations in other sectors, in particular with those of migrant workers, women and workers in the informal economy.

5. AFFILIATES

5.1 Categories of Affiliates: There shall be two categories of affiliates;

- (i) Membership based voting affiliates and

5.2 Membership-based voting Affiliates: In this category, eligible organizations, federations, networks or alliances of home-based workers in all countries may become membership-based voting affiliates of HNI, subject to meeting the requirements in clauses 5.3 and 5.4.

5.3 The eligibility criteria for membership-based voting affiliates shall be:

- a. Local or national democratic, accountable membership-based organizations of home-based workers or
- b. Local or national democratic, accountable membership-based federations, networks or alliances of home-based workers, subject to section 5.4., or
- c. Multi-sector membership-based organizations where home-based workers are a part, provided that the affiliation to HNI is based only on the number of home-based workers in the affiliate and that representation in HNI is from the HBW section only.
- d. All the above organizations (a to c) will be required to also meet the following criteria:
 - (i) Either be registered as a membership-based organization or function as such and fulfill the conditions at (ii) to (vii) below
 - (ii) Have a written constitution / rules
 - (iii) Have evidence of a governing body elected by the members
 - (iv) Have regular financial reports approved by members
 - (v) Be independent of political and / or religious bodies as well as employers.
 - (vi) Have a minimum number of fifty (50) HBW members

5.5 Process of affiliation: Organizations wishing to affiliate to HomeNet International should complete the prescribed Application Form, attaching the required documents and submit them to the Executive Committee, which shall have the power to approve (or reject) an application

5.6 Resignation of Affiliate: An affiliate wishing to resign must give one month's notice in writing to the Executive Committee, whereupon its affiliation will terminate.

5.7 Suspension and termination of Affiliation: The Executive Committee shall have the right to suspend, and the Congress expel, an affiliated organization, for acting against the Constitution, and/or interests of HNI and /or no longer meeting the criteria for affiliation. Prior to any decision a hearing shall be given to the organization. The Executive Committee

shall determine the procedure for such hearing.

6. AFFILIATION FEES

- 6.1 Affiliates shall pay a joining fee on affiliating to HomeNet International and an annual affiliation fee thereafter in the first quarter of the year in which it becomes due.
- 6.2 Congress shall determine the affiliation fee. In special circumstances the Executive Committee can decide on a raise in affiliation fees.
- 6.3 If an organization is more than one year in arrears with payment of its fees without the permission of the Executive Committee it shall lose its rights and privileges in HomeNet International. Should an organization be more than two years in arrears it shall be considered to have withdrawn its affiliation.

7. ORGANIZATION STRUCTURES

HomeNet International shall consist of the following structures:

- a. The Congress
- b. The Executive Committee
- c. The Secretariat (International Coordinator and staff)

8. THE CONGRESS

8.1 **Frequency of holding Congress:** The Congress is the highest decision making body of HomeNet International and will be held at least every five years. Extraordinary Congresses can be convened by decision of the Executive Committee or on petition from a majority of affiliates, taking into consideration the financial implications.

8.2 The Executive Committee will decide on the date, meeting place, agenda and procedures of the Congress, taking into account recommendations of affiliates, and will notify affiliates in writing of the convening of the Congress at least four months in advance.

8.3 **Composition of Congress:** Congress shall be composed of

- a. The Executive Committee including the President, Vice President, Treasurer
- b. Delegates from affiliates, based on size of membership. Delegates shall be entitled to speak and vote. The number of delegates will be determined as under:
 - i) Affiliates with **50-500** members, entitled to one delegate **??**
 - ii) Affiliates with **501-1000** members, entitled to two delegates **??**
 - iii) Affiliates with **above 1000** members, entitled to three delegates **??**
- c. Regions: The five electoral regions, being Africa, Eastern Europe/Central Asia, Latin America, South Asia and South East Asia, shall be represented. They will have speaking but no voting rights. The regions will elect / select one person to represent them and one alternate representative.

8.4 **Eligibility of delegates:** Only affiliates who are up to date with their affiliation fees will be entitled to full representational rights at Congress, and delegation size will be based on the number of members for whom affiliation fees have been paid in the previous year.

8.5 The **International Coordinator** should attend Congress as decided upon by the Executive Committee, and shall have speaking rights only.

8.6 The **Executive Committee** may invite others, such as staff and allies to participate.

8.7 **Credential Committee:** The Executive Committee will appoint a Credential Committee, which will approve or reject credentials of the delegates.

8.8 **Election Committee:** The Executive Committee will appoint an Election Committee, which will supervise the election of Executive Committee members.

8.9 **Quorum:** The quorum for the Congress shall be 50% +1 of the total delegates who have completed all requirements for representation. If within twenty-four hours of the time fixed for the Congress, a quorum is not present, the Congress shall stand adjourned to such a place and time as the Executive Committee shall decide.

8.10 **Functions of the Congress:** The functions of the Congress shall include:

- a. Consideration and approval of reports from the Secretariat and President
- b. Consideration and approval of Financial reports
- c. Holding of election of Executive Committee, including the Office Bearers consisting of a President, a Vice-President, a Treasurer and an International Coordinator. The Executive Committee and Office Bearers must be composed of at least 75% women.
- d. Adoption and making amendments to the Constitution
- e. Decisions on policies and resolutions submitted by affiliates or the Executive Committee
- f. Other issues as approved by the Executive Committee.

8.11 **Decision Making:** Decisions shall be taken by consensus or, if no consensus, by majority vote (50%+1 of those eligible to vote), apart from constitutional amendments that require the approval of 75% of eligible voting delegates.

8.12 **Elections:** Delegates present in the Congress, as approved by the Credentials Committee, are entitled to vote. Organizations which for important reasons are unable to send representatives to Congress shall have the right to entrust their votes to other organizations represented at the Congress by submitting the authorization for such representation in writing to the Credentials Committee.

9. THE EXECUTIVE COMMITTEE

9.1. Governance of HomeNet International shall be vested in the Executive Committee with a view to implementing the decisions of the Congress.

9.2 **Composition of the Executive Committee:** The Executive Committee shall be composed of the following:

- a. One representative from each of the five electoral regions, elected by affiliates from the regions, from among the affiliates of that region. The five electoral regions being Africa, East Europe/Central Asia, Latin America, South Asia and South East Asia. (Total 5 members)
- b. Each electoral region will also elect an alternate Executive Committee Member, from among the affiliates of that region who will perform the duties of the member in her/his absence. (Total 5 members)
- c. The Elected Office Bearers, i.e. President, Vice-President, Treasurer and International Coordinator (ex-officio). (Total 4 members)
- d. Regional Coordinators (or representative from a region where no coordinator is yet in place) will be entitled to participate in the Executive Committee to represent the views of the region. They will have speaking rights only.

9.3. Election of the Executive Committee

a. Executive Committee Members from regions

- (i) Prior to Congress the HNI affiliates in each electoral region will nominate their candidates for the positions of Executive Committee Member and Alternate, in accordance with a procedure decided upon by the Executive Committee.
- (ii) The Election Committee, appointed by the Executive Committee, shall scrutinize the nominations to ensure they are in order.
- (iii) The Executive Committee members recommended by the Regions will be elected by the Congress through procedure to be decided upon by the Election Committee subject to 9.3 (c) below.
- (iv) If there is no consensus prior to Congress on regional nominees the decision will be taken by majority vote by accredited regional delegates (50%+1) during the Congress. Should there be no majority amongst such delegates, then it will be put to Congress for a consensus decision or by majority vote (50%+1)

b. Office Bearers

- (i) Prior to Congress, the International Coordinator will call for nominations for the positions of President, Vice President, Treasurer and International Coordinator from within affiliates (with the exception of nominations for the International Coordinator as s/he can be from outside of an affiliate), which should be submitted in writing on the prescribed form together with personal descriptions.
- (ii) The Election Committee, appointed by the Executive Committee, shall scrutinize the nominations to ensure they are in order and agree a procedure for the conduct of the elections subject to 9.3 (c) below.

c. Election procedure. Should there be more than one candidate for any position, elections shall be by secret ballot of all voting delegates.

9.4 Term of the Executive Committee: The term of the Executive Committee members shall be for a period of 5 years. They can be re-elected for only one more 5 year term.

9.5 Resignation of Executive Committee Member: Should an Executive Committee member retire/resign or be recalled for any reason, the Executive Committee shall designate the alternate member to replace her/him. Should there be no alternate member from the region a replacement will be appointed by the Executive Committee, , from amongst members of affiliates in the same region as the exiting member.

9.6 Meetings of the Executive Committee: Meetings of the Executive Committee shall take place at least every three months, either electronically or in person.

9.7 Notice for meetings: The International Coordinator will notify members of the Executive Committee in writing of the meeting at least two weeks prior to the date of the meeting.

9.8 Quorum: The quorum for meetings will be 50%+1 of the members or their alternates.

9.9 Duties and powers of the Executive Committee: Executive Committee shall have the following duties and powers:

- a. Uphold the Constitution and promote the objectives of HomeNet International
- b. Monitor and facilitate the implementation of resolutions, strategic plans and policies adopted by Congress
- c. Ensure the proper functioning of the staff and Secretariat

- d. Approve financial reports and budgets
- e. Consider proposals submitted by affiliates, and decide on urgent problems and issues that concern HomeNet International
- f. Organize Congresses
- g. Delegate tasks to the staff members and sub-committees
- h. Agree on affiliations/membership and suspension of affiliates.
- i. Adopt rules and operational procedures for the smooth functioning of HomeNet International
- j. In case of emergency or substantial changes in circumstances, and by decision of 75% of committee members, the Executive Committee may provisionally implement an amendment to the Constitution, with the final decision to be made by the next Congress.

9.10 Decision Making: Decisions will be taken by consensus or, if no consensus, by majority vote (50%+1)

10. OFFICE BEARERS

10.1 The President:

The Congress shall elect the President in accordance with clause 9.3 (b) and (c) above, from amongst the affiliates for one five year term of office that can be renewed only once by election, for another five years. Should s/he retire/resign/ be recalled from HomeNet International presidency for any reason, the Executive Committee shall designate the Vice President to succeed the President. The President shall:

- a. Chair the Congress and meetings of the Executive Committee and relevant sub-committees.
- b. Represent HomeNet International at meetings, congresses of affiliates, regional organizations and organizations outside of HomeNet International
- c. Carry out duties decided by the Congress and Executive Committee.

10.2 The Vice-President:

Congress shall elect the Vice-President in accordance with clause 9.3 (b) and (c) above, from amongst the affiliates for one five year term of office that can be renewed only once by election, for another five years. In the absence of the President, or as delegated by her/him, the Vice-President shall perform the duties of the President. Should s/he retire/resign/ be recalled for any reason, the Executive Committee shall appoint another Vice President from amongst the affiliates.

10.3 The Treasurer:

Congress shall elect the Treasurer, in accordance with clause 9.3 (b) and (c) above, from amongst the affiliates for one five year term of office that can be renewed only once by election, for another five years. The Treasurer in collaboration with the International Coordinator shall:

- a. Present an annual financial report and a proposed budget to the Executive Committee
- b. Be responsible for ensuring maintenance of accounts and records.
- c. Oversee the audit of the accounts of HomeNet International

10.4 The International Coordinator:

Congress shall elect the International Coordinator for one five year term of office that can be renewed only once by election, for another five years. S/he will be a paid member of staff. S/he will be an ex-officio member of all HomeNet International bodies. The International

Coordinator will be accountable to the Executive Committee, and will work closely with the Office bearers to implement decisions and plans of Congress. S/he will be responsible for:

- a. The management of the Secretariat and for the prompt completion of its work in accordance with the resolutions and directives of the Executive Committee and Congresses.
- b. Preparing for and convening meetings of HNI in consultation with the Executive Committee
- c. The recording and circulating of minutes of Congresses, Executive Committee meetings and ensuring effective communication with affiliates
- d. The maintenance of a competent office and such other assistance as may be required, subject to the availability of finance
- e. The financial management of HomeNet International together with the Treasurer including presenting an annual financial report and a proposed budget to the Executive Committee; and maintenance of books and records for audit purpose
- f. The International Coordinator may serve as representative of HomeNet International at meetings and congresses of its affiliates and of other organizations.

11. REGIONAL ORGANIZATIONS

11.1 Regional organizations are those bodies made up of organizations of home-based workers in each of the five electoral regions: Africa, Eastern Europe/Central Asia, Latin America, South Asia and South East Asia.

11.2. Irrespective of their legal or formal status they are entitled to representation as non-voting participants in Homenet International organizational structures.

11.3. They will be encouraged to evolve or be strengthened into membership-based, democratic and legal bodies and adopt policies and procedures that align closely with those of HNI

11.4 The HNI Executive Committee will decide on which regional organizations are eligible for participation in HNI structures, should any changes or additions be requested, to be endorsed by Congress, and ensuring they conform to the following criteria:

- a. Their voting affiliates are membership-based organizations of HBWs
- b. Have leadership and governing bodies elected by their MBO affiliates

11.5 **Role of regional organizations.** Regional organizations shall:

- a. Be responsible for organizing the nomination of the Executive Committee member and her Alternate from amongst affiliates of HNI in the region, subject to a process decided by the HNI Executive Committee
- b. Facilitate communication, liaison and solidarity between affiliates in the region, across regions and globally
- c. Support affiliates in the region with organizational strengthening through advice, education and capacity building activities
- d. Promote HNI and assist affiliates to implement Congress and Executive Committee decisions and agreed activities
- e. Participate in HNI Congress, Executive Committee meetings and other as decided by the Executive Committee, to report on regional activities and region-wide perspectives

12. DUTIES OF AFFILIATES

12.1 Relationship between HNI and Affiliates: HomeNet International has no authority to interfere in the operations/activities of its affiliates (or of the regional organizations). However affiliates are obliged to carry out and implement decisions and policies of HomeNet International as agreed by the Congress or Executive Committee.

12.2 Duties of Affiliates: An organization affiliated to HomeNet International shall:

- a. Keep the Secretariat informed of its elections and any changes to its office bearers and membership as on December 31 each year, as well as new contact details
- b. Provide information required to the best of its ability
- c. Publish in its newsletter, web site and other media information about the activities of HomeNet International and send copies or links to the Secretariat
- d. Send copies of its annual report to the Secretariat
- e. Pay affiliation fees regularly in terms of clause 6. above
- f. Participate in Congresses and other HomeNet International activities.
- g. Help develop a spirit and practice of solidarity by contributing/sharing resources such as skills, materials, finances for joint global activities.

13. INTERPRETATION OF AND AMENDMENTS TO THE CONSTITUTION

13.1 Interpretation of the Constitution: The responsibility for the interpretation of the clauses of this Constitution shall be vested in the Congress. In between Congresses, the Executive Committee shall be empowered to make an interim ruling subject to a final decision by the Congress.

13.2 Amendment to the Constitution: The Congress may repeal, amend or add to the provisions of this Constitution with approval of seventy five percent (75%) of voting delegates provided that at least 45 days notice of any proposed alteration shall have first been given to affiliate organizations.

14. DISSOLUTION OF HOMENET INTERNATIONAL

14.1 In the event of the dissolution of HomeNet International being decided by a Congress, any financial obligations must be fulfilled. The Congress shall decide on the manner of disposal of funds and assets of HomeNet International.

14.2 A resolution for dissolution requires approval from at least seventy five percent (75%) of voting delegates

Глобална мрежа на надомните работници Устав – проект

1. Увод

Ние, членовете на **HOMENET INTERNATIONAL** сме ангажирани да изградим единство и солидарност на надомните работници. Нашата визия е за по-голяма прозрачност и признание на надомните работници, за силен, обединен и представителен глас в глобалните платформи, където те ефективно ангажират и призовават тези, които имат власт над трудовия им живот като правителства и работодатели.

Надомните работници са работещи в неформалната икономика, които произвеждат стоки или предоставят услуги за пазара от собствените си домове или прилежащи площи / помещения или общо място в близост до домовете им, които не са предоставени от работодателя. Те могат да бъдат самостоятелно заети работници за собствена сметка, подизпълнители или и двете.

1.2 **Ключови принципи :**

Ние се ръководим от следните ключови принципи:

- a. Надомната работа трябва да се признае за работа и надомните работници трябва да се ползват със същите права като другите работници.
- b. Надомните работници имат право на достойни условия на труд и живот, както е указано в различните конвенции и препоръки на Международната организация на труда , включително Конвенция 177 на МОТ и Препоръка 184, които трябва да бъдат заложени в националните закони и/или политики.
- c. Недискриминацията на основа пол, раса, етническа принадлежност, религия и /или сексуална ориентация е ключов водещ принцип.
- d. Колективното и отговорно ръководство на жените надомнички ще е ключов принцип.
- e. Гъвкавостта в различните региони ще бъде фактор с оглед на разнообразието на организационни форми, култура, ниво на политическо признаване, организационно развитие, политическа ситуация и др.
- f. Глобалните инициативи ще се определят от същинските реалности, а не от върха надолу. Принципът ще бъде “Няма глобален без локален”.
- g. Работа в солидарност с работници от формалната и неформалната икономика и други съюзници.
- h. Някои надомни работници са в провинцията, някои мигрират през страната. HNI се стреми да подкрепи пълните права и участието на мигриращите надомни работници.

2. ИМЕ

HOME NET INTERNATIONAL (HNI) е международна мрежа от организации на надомни работници основана на членство.

3. ЦЕЛИ:

Целите на HomeNet International са:

- 3.10 Прозрачност и припознаване на надомните работници като работници в национален, регионален и глобален мащаб.
- 3.11 Изграждане и осигуряване на солидарност сред надомните работници около общи въпроси в национален, регионален и глобален мащаб.
- 3.12 Осигуряване на представителен глас на глобални и регионални платформи.
- 3.13 Подпомагане в изграждането/или укрепването на силна, демократична и отговорна организация на надомните работници, която защитава техните права навсякъде.
- 3.14 Насърчаване на колективното и отговорно ръководство на жени в организации на надомните работници.
- 3.15 Съдействие на партньорите за разработване на ефективни механизми за подобряване условията на труд и живот на надомните работници.
- 3.16 Чрез силата на глобалния глас да се въздейства на правителства и работодатели на глобално, регионално, национално и местно ниво.
- 3.17 Действия за ратифициране на Конвенция 177 на МОТ и/или политики за надомните

работници.

3.18 Мобилизиране и споделяне на средства/ресурси за постигане на горните цели.

4. МЕТОДИ /ДЕЙНОСТИ

4.1 Организиране и/или подкрепа на кампании важни за надомните работници, включително тези за ратифициране на Конвенция 177 на МОТ и прилагане на нейните разпоредби.

4.2 Представяне на надомните работници на регионални и международни форуми.

4.3 Подкрепа в създаването на нови регионални мрежи и помощ в укрепването на съществуващи регионални мрежи.

4.4 Подкрепа на регионални мрежи като ключови доставчици на обучение и организационно развитие на партньорите.

4.5 Участие и насърчаване на проучвания за надомната работа, включително по отношение на глобалните вериги за доставки.

4.6 Осигуряване на обучение, обучителни дейности и възможности за партньорите.

4.7 Споделяне на опит/ добри практики и разпространение на прогреса в организирането на надомни работници, победи в кампании, модели за договаряне, правна и социална защита, маркетинг и други дейности на организации на надомните работници, които допринасят за подобряване условията на труд и живот.

4.8 Да поеме водеща роля и да работи заедно по общи кампании / въпроси и предизвикателства, за да доведе до промяна за членовете.

4.9 Изграждане на съюзи със синдикати, кооперации, подкрепящи неправителствени организации и от други сектори, по-специално с тези на мигриращи работници, жени и неформални работници.

5. ПАРТНЬОРИ

5.1 Категории партньори: Съществуват две категории партньори;

(i) партньор с членство и гласуване

5.2 Партньори с членство и гласуване: В тази категория допустимите организации на надомни работници във всички страни могат да станат партньори с членство и глас в HNI, при спазване на изискванията в клаузи 5.3 и 5.4.

5.3 Допустими критерии за партньори с членство и гласуване:

- a. Местни или национални демократични отговорни организации, основани на членство на надомни работници или
- b. Местни или национални федерации, мрежи или съюзи на организации на надомни работници, при спазване на раздел 5.4.
- c. Многосекторни организации с членство, в които надомните работници са част, при условие че принадлежността към HNI се основава само на броя на надомните работници в партньорството и представителството в HNI е само от категория надомни работници.
- d. Всички горепосочени организации (от а до с) ще трябва да отговарят на следните критерии:
 - (i) Или да бъде регистрирана като организация, основана на членство, или да функционира като такава, като отговаря на условията от (ii) до (viii) по-долу
 - (ii) Да има написан устав / правила
 - (iii) Да има доказателство за ръководен орган избран от членовете
 - (v) Да има редовни финансови отчети одобрени от членовете
 - (vi) Независима от политически и/или религиозни органи, както и от работодатели.

(vii) Да има минимален брой членове надомни работници

5.5 Процес на присъединяване: Организации, желаещи да се присъединят към HomeNet International трябва да попълнят формуляр за кандидатстване, да приложат необходимите документи и да го изпратят до Изпълнителната комисия, която има право да одобрява или отхвърля заявление.

5.6 Оставка на партньор: Партньор, който желае да се откаже, трябва да подаде писмено уведомление в едномесечен срок до Изпълнителната комисия, след което партньорството ще бъде прекратено.

Преустановяване и прекратяване на партньорство: Изпълнителната комисия има право да прекратява, а Конгресът да изключи организация за действия срещу Устава и/или интересите на HNI, и/или неизпълнение критериите за партньорство. Преди всяко решение ще има изслушване на организацията. Изпълнителната комисия определя процедурата за изслушване.

6. ТАКСИ

6.1. Партньорите плащат такса за присъединяване към HomeNet International и след това годишна такса за членство в първото тримесечие на годината, в която се дължи.

6.2. Конгресът определя таксата за членство. При специални обстоятелства Изпълнителната комисия може да вземе решение за повишаване на членската такса.

6.3. Ако една организация е с просрочие повече от година с плащането на таксата без разрешението на Изпълнителната комисия, тя губи своите права и привилегии в HomeNet International. Ако дадена организация е просрочила повече от две години, се счита, че се е оттеглила от партньорството.

7. ОРГАНИЗАЦИЯ И СТРУКТУРА

HomeNet International включва следните структури:

- a. Конгрес
- b. Изпълнителна комисия
- c. Секретариат (международен координатор и персонал)

8. КОНГРЕС

8.1. Честота на провеждане на Конгреса: Конгресът е най-висшият орган за вземане на решения в HomeNet International и ще се провежда поне на всеки пет години. Извънредни конгреси може да бъдат свиквани с решение на Изпълнителната комисия или с петиция от мнозинството партньори, като се вземат предвид финансовите последици. .

8.2. Изпълнителната комисия ще вземе решение за датата, мястото на заседанието, дневния ред и процедурите на Конгреса, като вземе предвид препоръките на партньорите и ги уведоми писмено за свикването на Конгреса най-малко четири месеца предварително..

8.3. Състав на Конгреса: Конгресът се състои от:

- a. Изпълнителна комисия, включващ председател, заместник - председател и касиер.
- b. Делегати на партньорите въз основа размера на членство. Делегатите имат право да говорят и гласуват. Броят на делегатите ще се определя като:
 - i) Партньори с **50-500** членове имат право на един делегат
 - ii) Партньори с **501-1000** членове имат право на двама делегати
 - iii) Партньори с над **1000** имат право на трима делегати,

с. Региони: Петте електорални региона, като Африка, Източна Европа/Централна Азия, Латинска Америка, Южна Азия и Югоизточна Азия ще бъдат представлявани. Те ще имат право на изказване, но без право на вот. Регионите ще изберат/излъчат един човек да ги представлява и един заместник представител.

8.4. Избиране на делегатите: Само партньори, които са коректни с плащането на членската такса ще имат право на пълни представителни права на Конгреса.

Размерът на делегацията ще се определя според броя на членовете, за които за платени членски такси през предходната година.

8.5. Международният координатор трябва да присъства на Конгреса, както е решено от Изпълнителната комисия и ще има право само на изказване.

8.6. Изпълнителната комисия може да покани за участие офис представители, съюзници и други.

8.7. Акредитивна комисия: Изпълнителната комисия назначава Акредитивна комисия, която ще одобрява или отхвърля акредитивите на делегатите.

8.8. Избирателна комисия: Изпълнителната комисия назначава Избирателна комисия, която ще ръководи избора на членове на Изпълнителната комисия.

8.9. Кворум: Кворумът за Конгреса е 50% +1 от общия брой делегати изпълнили всички изисквания за представителство. Ако в рамките на 24 часа не се събере кворум за Конгреса, то той се отлага за такова място и време, което Изпълнителната комисия реши.

8.10. Функции на Конгреса: Функциите на Конгреса включват:

- a. Разглеждане и одобрение на доклади от Секретариата и Председателя
- b. Разглеждане и одобрение на финансови отчети
- c. Провеждане на избори за Изпълнителна комисия, включително офис представители, състоящи се от председател, заместник - председател, касиер и международен координатор, Изпълнителната комисия и офис представителствата трябва да са съставени от поне 75% жени.
- d. Приемане и изменения на Устава
- e. Решения относно политики и резолюции депозирани от партньори или Изпълнителната комисия
- f. Други въпроси одобрени от Изпълнителната комисия

8.11. Вземане на решения: Решенията се вземат с консенсус или, ако няма с мнозинство (50%+1 от тези, които имат право да гласуват), с изключение на уставни изменения, които изискват одобрение на 75% of гласуващите делегати.

8.12 Избори: Присъстващите делегати на Конгреса одобрени от Акредитивната комисия имат право на вот. Организации, които по уважителни причини не могат да изпратят представител на Конгреса имат право да поверят своя вот на други организации представени на Конгреса, като ги оторизират в писмена форма в Акредитивната комисия.

9. Изпълнителна комисия

9.1. Управлението на HomeNet International се възлага на Изпълнителната комисия с оглед изпълнението на решенията на Конгреса.

9.2 Състав на Изпълнителната комисия: Изпълнителната комисия се състои от:

- a. По един представител от всеки от петте избирателни региона избран от партньори от регионите. Петте избирателни региона са Африка, Източна Европа/Централна Азия, Латинска Америка, Южна Азия и Югоизточна Азия. (Общо 5 члена)

- b. Всеки избирателен регион ще избере заместник – член на Изпълнителната комисия, който ще изпълнява задълженията на титуляра в негово отсъствие. (Общо 5 члена)
- c. Избраните офис представители, тоест председател, заместник - председател, касиер и международен координатор (служебно). (Общо 4 члена)
- d. Регионалните координатори (или представител от региона, където все още няма координатор) ще имат право да участват в Изпълнителната комисия, където ще представляват позицията на региона. Те ще имат право само ма изказване.

9.3. Избор на Изпълнителна комисия

a. Членове на Изпълнителната комисия от регионите

- (i) Преди Конгреса партньорите на HNI във всеки избирателен регион ще номинират своите кандидати за позициите за член на Изпълнителната комисия и заместник в съответствие с процедурата определена от Изпълнителната комисия
- (ii) Изборната комисия назначена от Изпълнителната комисия ще проверява номинациите, за да се увери, че са в ред.
- (iii) Членове на Изпълнителната комисия препоръчани от регионите ще бъдат избирани от Конгреса чрез процедура, която се определя от Избирателната комисия на основание 9.3 (c) по-долу.
- (iv) Ако преди Конгреса, няма консенсус относно регионалните номинации, решението ще бъде взето от мнозинство от акредитираните регионални делегати (50%+1) по време на Конгреса. Ако няма мнозинство сред тези делегати, ще се постави за решение за гласуване с консенсус или мнозинство на Конгреса (50%+1)

b. Офис представители

- (i) Преди Конгреса международният координатор ще отвори процедура за номинации за позиции на председател, заместник - председател, касиер и международен координатор сред партньорите (с изключение на номинацията за международен координатор, тъй като тя/той може да не е сред партньорите), която трябва да се подаде в писмен формуляр заедно с лична характеристика.
- (ii) Избирателната комисия назначена от Изпълнителната комисия проверява номинациите, за да се увери, че са в ред и съгласува процедура за провеждане на избори при спазване на точка 9.3 (c) по-долу.

с. Провеждане на избори. Ако има повече от един кандидат за която и да е позиция, изборите се провеждат чрез тайно гласуване на всички делегати с право на вот.

9.4. Мандат на Изпълнителната комисия: Мандатът на членовете на Изпълнителната комисия е за период от 5 години. Те могат да бъдат преизбрани само за още един петгодишен мандат.

9.5. Оставка на член на Изпълнителната комисия: Ако член на Изпълнителната комисия се пенсионира/подаде оставка или бъде отзован по някаква причина, Изпълнителният комитет посочва заместник-член, който да я/ го замести. Ако няма заместник от региона, Изпълнителната комисия ще назначи заместник по препоръка на съответния регион измежду членовете на партньорите в същия регион.

9.6. Заседания на Изпълнителната комисия: Заседанията на Изпълнителната комисия се провеждат най-малко на три месеца електронно или лично.

9.7. Известие за заседания: Международният координатор ще уведомява писмено членовете на Изпълнителната комисия за заседанието най-малко две седмици преди

датата на провеждане.

9.8. Кворум: Кворумът за заседанията ще бъде 50%+1 от членовете или техните заместници.

9.9. Задължения и правомощия на Изпълнителната комисия: Изпълнителната комисия ще има следните задължения и правомощия:

- a. Да спазва Устава и насърчава целите на HomeNet International.
- b. Мониторинг и съдействие за изпълнението на резолюции, стратегически планове и политики приети от Конгреса.
- c. Да гарантира правилното функциониране на персонала и Секретариата.
- d. Да одобрява финансовите отчети и бюджети.
- e. Да разглежда предложения на партньорите, да взема решения по неотложни проблеми и въпроси, които засягат HomeNet International.
- f. Да организира Конгреси.
- g. Да делегира задачи на членовете на персонала и подкомисии.
- h. Съгласие за партньорство, членство и прекратяване на партньорство.
- i. Да приема правила и оперативни процедури за гладкото функциониране на HomeNet International
- j. В случай на спешни или съществени промени в обстоятелствата и с решение на 75% от членовете комисията, Изпълнителната комисия може временно да внесе изменения в устава, като окончателното решение ще бъде взето от следващия Конгрес.

9.10. Вземане на решения: Решения ще се вземат с консенсус или, ако няма с мажоритарен вот (50%+1)

10. ОФИС ПРЕДСТАВИТЕЛИ

10.1. Председател:

Конгресът ще избере председател сред партньорите мандат от пет години, който може да бъде преизбран само за още един мандат.. Ако тя/той се пенсионира/оттегли или бъде отзован от председателството на HomeNet International поради някаква причина, Изпълнителната комисия ще назначи заместник - председателя да поеме поста .на председателя. Председателят ще :

- a. Председателства заседанията на Конгреса и на Изпълнителната комисия и на сходни подкомисии.
- b. Представява HomeNet International на срещи, конгреси на партньори, регионални организации и организации извън HomeNet International
- c. Изпълнява задължения възложени с решение на Конгреса и Изпълнителната комисия.

10.2 Заместник - председател:

Конгресът избира заместник - председателя измежду партньорите за един петгодишен мандат, който може да бъде подновен чрез избори за още пет години. В отсъствието на председателя заместник - председателят изпълнява неговите задължения. Ако тя/той се пенсионира/подаде оставка/ бъде отзован по някаква причина, Изпълнителната комисия назначава друг заместник - председател измежду партньорите.

10.3. Касиер:

Конгресът трябва да избере касиер сред партньорите с петгодишен мандат, който може да се преизбере само веднъж за още един петгодишен мандат. Касиерът в

сътрудничество с Международния координатор ще:

- a. Представя годишен финансов отчет и проектобюджет на Изпълнителната комисия.
- b. Отговорен за поддържане на баланси и данни.
- c. Ръководи одита на сметките на HomeNet International

10.4 Международен координатор:

Конгресът ще избере международен координатор с петгодишен мандат, който може да бъде преизбран само за още един мандат. Тя/той ще бъде член на персонала със заплащане. Тя/той ще бъде служебен член на всички органи на HomeNet International. Международният координатор ще се отчита пред Изпълнителната комисия и ще работи в тясно сътрудничество с офис представителите за изпълнение решенията и плановете на Конгреса. Тя/Той ще отговаря за:

- a. Ръководството на Секретариата и за бързото приключване на работата му в съответствие с резолюциите и директивите на Изпълнителната комисия и Конгресите.
- b. Подготовка и свикване на заседания на HNI след консултация с Изпълнителната комисия.
- c. Записване и разпространение на протоколи от Конгреси, заседания на Изпълнителната комисия и осигуряване на ефективна комуникация с партньорите.
- d. Поддръжката на компетентен офис и всяка друга помощ, която може да се наложи при наличие на финансиране.
- e. Финансовото управление на HomeNet International заедно с касиера, включително представяне на годишен финансов отчет и предложение за бюджет на Изпълнителната комисия; поддържане на книги и документи с цел одит.
- f. Международният координатор може да е представител на HomeNet International на срещи и конгреси на своите партньори и други организации.

11. РЕГИОНАЛНИ ОРГАНИЗАЦИИ

11.1 Регионалните организации са тези структури, които са съставени от организации на надомни работници във всеки от петте избирателни региона : Африка, Източна Европа/Централна Азия, Латинска Америка, Южна Азия и Югоизточна Азия.

11.2. Независимо от техния правен или формален статут, те имат право на представителство като участници без право на вот в организационните структури на HomeNet International.

11.3. Те ще бъдат насърчавани да се развиват или да се укрепват в основани на членство, демократични и правни органи, да приемат политики и процедури, които съответстват на HNI.

11.4 Изпълнителната комисия на HNI ще взема решения за всички промени и допълнения към регионалните организации, участващи в структурите на HNI, които ще бъдат одобрени от Конгреса и гарантира, че отговарят на следните критерии:

- a. Техните партньори с право на вот са организации на надомни работници основани на членство.
- b. Имат ръководство и управляващи органи избрани от техните партньори.

11.5 **Роля на регионалните организации.** Регионалните организации трябва да :

- a. Да отговарят за номинацията за член на Изпълнителния комитет и негов

заместник сред партньорите на HNI в региона в зависимост от процеса на решение на Изпълнителния комитет на HNI.

- b. Да улеснява комуникацията, връзката и солидарността между партньорите в региона, между регионите и в глобален мащаб.
- c. Да подкрепя партньорите в региона с организационна помощ чрез съвет, обучение и дейности за изграждане на капацитет.
- d. Да насърчава HNI и да подпомага партньорите за изпълнението на решения и съгласувани дейности на Конгреса и Изпълнителната комисия.
- e. Да участва в Конгреси на HNI, в заседания на Изпълнителната комисия и други според решенията ѝ, да докладва за регионалните дейности и перспективите за целия регион.

12. ЗАДЪЛЖЕНИЯ НА ПАРТНЬОРИТЕ

12.1 Отношения между HNI и партньори: HomeNet International няма правомощия да се намесва в работата/дейностите на партньорите си (или на регионалните организации). Все пак партньорите са задължени да изпълняват решения и политики на HomeNet International приети от Конгреса или Изпълнителната комисия.

12.2 Задължения на партньори: Организация – партньор на HomeNet International трябва:

- a. Да информира Секретариата за изборите и всички промени в офис длъжностите и членство до 31 декември всяка година, както и да дава нови координати за контакт.
- b. Да предоставя необходимата информация възможно най-добре.
- c. Да публикува в своя бюлетин, уебсайт и друга медийна информация за дейностите на HomeNet International и да изпраща копия и връзка на Секретариата.
- d. Да изпраща копия от годишния доклад на Секретариата.
- e. Да плаща редовно членска такса според клауза 6 по-горе.
- f. Да участва в Конгреси и други международни дейности на HomeNet International.
- g. Да помага за развитието на дух и практика на солидарност чрез принос/споделяне на ресурси като умения, материали, финанси за съвместни глобални дейности.

13. ТЪЛКУВАНЕ И ИЗМЕНЕНИЯ НА УСТАВА

13.1 Тълкуване на Устава: Отговорността за тълкуването на клаузите на този Устав се поема от Конгреса. Между Конгресите Изпълнителната комисия има правомощията да взема временно решение до вземане на окончателно от Конгреса.

13 .2 Изменение на Устава: Конгресът може да отмени, измени или допълни разпоредбите на този Устав с одобрение на (75%) от гласоподавателите, при условие, че партньорските организации бъдат предизвестени за предложената промяна най-малко 45 дни преди това.

14. ЗАКРИВАНЕ НА HOMEENET INTERNATIONAL

14.1 В случай на закриване на HomeNet International от Конгреса, всички финансови задължения трябва да се изпълнят. Конгресът взема решение за начина на разпореждане със средства и активи на HomeNet International.

14.2 Резолюцията за прекратяване изисква одобрение от поне (75%) от гласуващите делегати.

CONCLUSION

Dear friends from WIEGO and our sponsors,

On behalf of all participants in the HNEECA network, we express our gratitude for the continued support, both organizationally and financially.

Dear brothers and sisters of Eastern Europe and Central Asia,

It has been a pleasure and an honor to work with you all as a representative of the network during this period.

I WISH A GOOD ROAD TO ALL PARTICIPANTS IN HNEECA!