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## WOMEN IN URBAN INFORMAL SECTOR: LABOUR PROTECTION POLICY CONCERNS

### Abstract:

*This paper looks at the conditions of the informal sector working women of Bahawalpur city in southern Punjab in the perspective of Labour Protection Policy of the Government of Pakistan. It is thus as much a study of the working conditions of informal labour as of the rule of law. We have quoted the relevant law and conventions signed and made into law by the Government of Pakistan and we have documented the condition of the informal sector working women. Labour legislation for the informal sector is completely divorced from its implementation.*

### Introduction

The effective labour protection policy bestows economic benefits on enterprises, workers and the nation as a whole through increase in labour productivity. Extending labour protection to Pakistan's large and diverse informal economy has remained a major challenge. The informal economy supports millions of people across a large geographic area, undertaking a wide variety of low-paid and low-productivity jobs under working conditions that are frequently harsh, unhealthy and hazardous. Workers in the informal economy experience various difficulties and deficits including poor quality jobs with low productivity and low pay, and limited or no protection in relation to working conditions including hours of work, sick leave, overtime wages, and the working environment including lack of safety, exposure to hazards, and unhealthy workplaces. Informal women labour also lacks protection including old age pensions, health insurance, job security provisions, unemployment benefits, work injuries and illness. Finally there are no representative organizations and no voice on work related matters.

Pakistan's commitment to labour protection is enshrined in the Constitution of Pakistan 1973. Article 38 makes specific reference to the social and economic well-being of the people in terms that clearly indicate the State's positive intentions concerning labour protection and social justice. "The State shall (a) secure the well-being of the people, irrespective of sex, caste, creed or race, by raising their standard of living, by preventing the concentration of wealth and means of production and distribution in the hands of a few to the detriment of general interest and by ensuring equitable adjustment of rights between employers and employees, and landlords and tenants, (b) provide for all citizens, within the available resources of

the country, facilities for work and adequate livelihood with reasonable rest and leisure, (c) provide for all persons employed in the service of Pakistan or otherwise, social security by compulsory social insurance or other means.”

The Labour Protection Policies 2002, 2005 and 2006 cover five main areas of labour protection:

1. Basic rights such as the right to join a trade union and bargain collectively, equal treatment and non-discrimination, the absence of forced labour, and the absence of child labour.
2. Working conditions including minimum wages and above minimum wage issues, allowances and benefits, hours of work, overtime work, rest breaks and leave arrangements, including annual leave, sick leave and special leave issues, and job security provisions. These are the items that typically form the basis of the employment contract that creates both rights and obligations for workers as well as for employers.
3. The working environment including protection against the effects of hazards in the work place involving issues of work safety as well as protection from work-related diseases and illness.
4. Social security including protection against the effects of economic and social hardship resulting from a reduction in earnings due to work accidents, work illness, unemployment, or retirement.
5. The living environment including improved housing, protection against adverse living conditions with regard to health and hygiene, diet, sanitation, water supplies and other matters affecting workers in their non-working life, but which clearly impact on their capacity and productivity at work.

Labour Protection Policy 2006 assists the informal sector workers through the labour extension services, particularly concerning improved safety and health at work, and for some aspects of social protection. Such interventions concentrate on education, information and advice, as compared with the application and enforcement of laws typically found under traditional approaches to labour inspection. Minimum wage, however, is one area where assistance to informal economy workers is supported by legislation. The minimum wage, whether at hourly, daily, weekly or monthly rates, applies progressively to all sectors and situations in which paid work is done under employer-employee arrangements

### *Previous Studies*

The informal sector absorbs 52 per cent of female labour force participation. Earlier studies have analyzed many aspects of working women but implementation of labour protection policy is largely ignored. Azid, et al. (2001) have found a high

degree of female participation in cottage industry of Multan. The study proposed that women's work pattern in cottage industry needs identification for public policy programmes that may improve the well-being of these women. Mirza (2002) reported that lower-middle class women in urban areas, who are commonly not qualified enough are confined as home-based workers in the informal sector. They are usually not gainfully employed, lack social security benefits and are living in bad conditions. The home-based women workers are also analyzed by Mehrotra and Biggeri (2002) for five Asian countries, two low-income (India, and Pakistan) and three middle-income countries (Indonesia, Thailand, and Philippines), where home-based work is widespread. The home-based workers face poor conditions of work, low wages and have poor health. Child labour also exists in households. Most of the home-based workers in South Asia live below poverty line. They work long hours, at low piece rates, with delays in payment in many cases. The exploitation is essentially due to the fact that the workers are isolated, and even though they live and work in a cluster but there is no organization and there is little collective action.

In southern Punjab women labour force participation is 50 per cent more than in central Punjab (Sathar and Kazi 2000). The poverty is also more prevalent in this region. Bahawalpur district stands as representative of southern Punjab in economic as well as cultural and social aspects. It has old traditions and customs alongwith deprivation. The deprivation index in terms of education, health, housing quality, housing services and employment has been calculated at 64.14 by Jamal et al. in 2003.

## Definitions and Methodology

We will attempt to look into informal sector working women of this region in the perspective of Labour Protection Policy of Pakistan. Towards this end a survey was carried out to construct a socio-economic profile of women, typology of their work and estimate their contribution to household income in the Bahawalpur city. Availability of protection under specific components of Labour Protection Policy 2002 and 2006 was also investigated.

The concept of working women in informal sector is difficult to define as the women in this sector have multiple jobs, hidden economic activities, seasonal employment opportunities, flexible working hours, along with domestic responsibilities of child-bearing and household-management. We have defined economic activity as employment for wages, self-employment, home-based work, piece work<sup>1</sup>, own-account work<sup>2</sup>, and work in household business/enterprise/farm, any micro-enterprise which results income of woman in the form of cash or kind. The women who remained employed at least for one month during the reference period (on the date of the interview) have been taken as employed. The women employed on regular basis who have not worked for any reason at the time of interview have also been taken as employed.

Definitions of informal sector vary across countries depending upon the political, economic, cultural and social differences. These definitions can be classified into three categories:

- a) The enterprise approach defines informal sector according to the size of the enterprise. It includes enterprises below a certain size of employment (most often 10 persons). It is the definition from operational point of view.
- b) The employment status approach includes the labour force comprised of self-employed, own-account workers, wage-workers, unpaid family-workers and piece-rate workers.
- c) Labour status approach is based on the assumption that labour protection laws do not cover the informal sector labour activities like self-employment, unpaid family helpers, household enterprises, etc.

Federal Bureau of Statistics (Pakistan) has adopted the definition of informal sector, given by the 15<sup>th</sup> International Conference of Labour Statisticians (FBS 2003). It has defined informal sector as:

*All household enterprises operated by own-account workers irrespective of the size of the enterprise subject to the condition that such informality is not for the purpose of tax evasion. And that all household enterprises engaged in agricultural or in non-market production are excluded.*

We have adopted the definition of informal sector given by FBS except with the modification that all agricultural activities in which women are paid in kind or cash have also been included. The data has been collected through personal contact with female workers. The observations were taken from six clusters from urban areas of Bahawalpur city. From these clusters 945 households were surveyed which had at least one informal sector working woman. Data on age, educational status, headship of household, household size, marital status, number of children, adult members of the household and their activity, occupation of women, monthly income, working hours, mode of employment (self-employment, employee, contract work, piece-rate work), basic rights (trade unions, equal treatment and non-discrimination, absence of forced labour, absence of child labour), working condition (minimum wage, allowance and benefits, over-time work, sick leave, job security provisions), working environment work safety, social security (reduction in earning due to work accident, unemployment or retirement), social security schemes, (old-age benefits schemes), nutrition, disease prevention, health and hygiene, and education, information and advice was collected from each household. It also included the health status (whether the woman was suffering from common diseases like cough/cold/fever/, weak eyesight, back pain and pain in joints or not), access to health facility (whether the woman was treated by government hospital, private doctor, hakeem, homeopath and *peer* [a spiritual guide] or no treatment), household income and housing condition<sup>3</sup>.

## Results and Discussion

Table 1 and 2a to 2d summarize the results of the survey. These have been discussed under different sections below.

### *Socio-economic Profile of Working Women*

The socio-economic profile of the working women in informal sector is found to be very dismal (see Table-1).

**Table-1: Socio Economic Profile of Women in Informal Sector**

<b>Socio-economic profile</b>	<b>Average/Percentage</b>
Mean monthly income of respondent	Rs.2150
Women having monthly less than Rs. 4000	79 per cent
Women having at least 5 living children	69 per cent
Women working more than 8 hours daily	43 per cent
Women receiving overtime wages	NIL
Self-employed women	45 per cent
Employees	44 per cent
Contract workers	30 per cent
Piece-rate workers	33 per cent
Women members of any working women's organization	NIL
Mean monthly household income	Rs. 4225
Mean household size	7.5 persons
Daily working-hours of women	7.2 hours
Households living below poverty line <sup>4</sup>	78 per cent
Female-headed Households	13.5 per cent

The wages and incomes of these women are found to be very low, i.e. average monthly income/wage comes to only Rs.2150. Furthermore, 79 per cent of the women are receiving lower than the minimum wage. But these women are forced to do this low-paid work because they have no other option of job. The work is necessary because their households are very poor. It is estimated that 78 per cent of the households to which working women belong, are living below poverty line. The average monthly income of the household is Rs.4225. Sixty nine per cent of these women have at least five children and thus an average family size of 7.5. In the sample 13.5 per cent of the households are female-headed households. Sudden deterioration of economic circumstances, like death or illness of husband or bread-winner, divorce, separation is the usual cause for female headship. Slightly less, 44 per cent are employees. None of the employees receives overtime wages. Though on aggregate 43 per cent of the women (all kind of employment) are doing work for more than 8 hours daily, the average working hours are 7.2 daily. No woman is a member of any working women's organization.

### *Typology of Work and Contributions to household budget*

There are four overlapping modes of employment for these informal sector women. Forty five per cent of the women are self-employed. It is estimated that 30.2 per cent of women (serial No.1,2 and 3 in Table-2a) are engaged in work on ladies garments, i.e. embroidery, *silma sitara*, *resham ka kam*, *chunri*-making, *thappa*-making, *makaish*-making, stitching, sewing, crocheting, tie and die, and *tarkashi*. House-maids are the second largest group at 15.9 per cent.

The contribution of women to their household budget<sup>5</sup> differs for different job categories. The maximum contribution is made by women from singer/dancers and related group. They are contributing 82 per cent to their household budget, but their ratio in the sample is only 0.1 per cent. After this group, the maximum contribution is made by brick-kiln women and the housemaids. Each of these groups is contributing 58 per cent of the household budget. Together these two categories comprise 23.2 per cent of the sample. Brick-breakers/road makers contribute 48 per cent of the household budget. Finally the women doing different type of work on ladies garments are contributing between 37 and 42 per cent on average to their household budget. It shows that families significantly depend upon women workers.

### *Health status*

In the Labour Protection Policy 2006, occupational health interventions are concerned with the elimination and reduction of hazards that result into illness and disease (GOP 2006:36). The health status of working women in the informal sector of Bahawalpur region was found to be very poor. They suffer health problems related to their work. The work on ladies garments is mostly done at home which have a non-conducive environment for work. Rooms lack proper ventilation and light. In construction industry brick-breaking and spreading stones during road construction are back-breaking labour done by women. Cough/cold/fever, weak eyesight, watering eyes, back-pain, pain in joints, skin problems, respiratory diseases, leucorrhea and exertion are major symptoms among the informally employed women. We have calculated the frequency of incidence of more than nine symptoms for different kinds of jobs. Brick-kiln workers show the highest frequency of the occurrence of symptoms at 4.6. Next comes the embroidery/*silma sitara*/*resham ka kam*/*makaish*-making with a frequency of 4.5. Brick-breaking/road construction is close behind with frequency of 4.3. Overall there are eight jobs where frequency is more than 3, which shows a severe impact of working conditions on the health of informal sector women (see Table 2-d).

The prevalence of specific symptoms of ailment in women was also calculated. Results showed weak eyesight (31 per cent), back pain (29 per cent), cough/cold/fever (27 per cent), exertion (25 per cent), skin problem (18 per cent), watering eyes (14 per cent), pain in joints (10 per cent), respiratory diseases (1.6 per cent) and leucorrhea (1.5 per cent) and no symptoms (8 per cent). The symptoms of weak eyesight and watering eyes are found in 45 per cent of women. This ailment

can be connected with work on ladies garments that absorbs the highest ratio of these women. The second highest ailment affecting 29 per cent of the women is back-pain, which may be traced posture during road making, brick kiln work and again to the ladies garments, which work is done by sitting on the floor.

Not only the health status of the women workers in informal sector is found dismal and unsatisfactory but the access to medical facility is also very poor. Our field estimates of access to medical facility is as follows: only 25 per cent of the women get treatment from government hospitals; 6.2 per cent go to private sectors; 10.8 per cent go to *bakims*; 20 per cent go to homeopaths; 7 per cent go to *peers* while 31 per cent of the ill go without any treatment whatsoever. The status of health and typology of treatment reflects a near total lack of provision of public health through state and social security hospitals. Going to *peers* could mean prevalence of superstition but it could also be that they cannot afford the needed material medical treatment.

In the Labour Protection Policy 2006, protection to the workers (formal and informal) in the form of annual leave, sick leave, and special leave is determined by law (GOP 2006:73). There are five types of jobs in our survey where sick-leave is applicable. These are brick-kiln workers, brick-breaking/road-making, house maids, factory/office workers and agricultural labour. In all of these jobs sickness leave provision is completely absent (see Table 2-c).

### *Housing Conditions*

An important component of Labour Protection Policy 2006 relates to enhancement of the productive efforts of workers through improved living conditions including improved housing, better sanitation, water supply and domestic hygiene. As majority of the informally employed women work in their homes, so the living conditions become even more important. To assess the living conditions of women, we considered the household structure, electrification of house, congestion of the house, and sanitation and water supply facilities. It is found that 83 per cent of the houses are electrified; 89 per cent of the households have separate bathroom; 30 per cent of the households are living in one-room houses (with an average family size of 7.5 persons); 19.5 per cent of the families are living in *kacha* houses; and only 10 per cent of the households have sanitation facilities. Such type of living and usually the same working conditions for a significant proportion of women increases the health risk to women.

### *Education and Training*

Under the agenda of Labour Protection Policy 2006, labour protection for persons working in informal employment arrangement will be assisted through the introduction of labour extension services. Interventions will concentrate on education and information (GOP 2006:125). The informal sector women lack education and information and are low-paid (Karim 2001). The educational and training level of these women in the surveyed area was as follows: 55 per cent are illiterate; 28.5 per cent have had five years of education (primary); 11 per cent have

had eight years of education (middle); 5.5 per cent are matric (10 years of education); 0.5 per cent are intermediate and above and among them only 9 per cent have had technical training (from training centers and vocational institutes).

### *Working Conditions and Environment*

The working conditions represent the very essence of Labour Protection Policy. Three aspects of working conditions are of particular importance, namely, wages, hours of work, and leave and rest periods. The Government is committed to providing workers with reasonable hours of work, which must not exceed 48 hours per week. Workers must be provided with at least one day off in each seven-day period. Our survey revealed that out of eighteen types of work by women in informal sector, there are 9 types of work where women are employees and employer-employee relationship exists and working hours apply. Out of these 9 there are 8 types of work, where working hours are more than 48 hours per week. The intensity differs for different types of work<sup>6</sup>. Sick leave is also applicable to 9 types of work. In only 3 types of work sick leave is available partially but in the remaining there is no sick leave. Overtime work/wages may apply to three modes of employment, i.e. employee, piece-rate work and contract work. There are 14 types of work where overtime work rate applies but none of the women in these works are taking overtime wages. Allowances and benefits are also non-existent in all the above 14 types of work where the provision applies due to mode of employment of employee, piece-rate work and contract work. Of course, there is no job security to women in all these 14 categories of work (see Table-2c).

Labour Protection Policy in relation to work environment embraces three main areas, namely, work safety and prevention of accidents, occupational health, and the impact of enterprise work processes and practices on the wider environment. Prime responsibility in all three areas rests with the employer, but with workers required to cooperate to the fullest extent to enable employers to meet their obligations. Under the Labour Protection Policy, workers in the informal economy, especially home workers and domestic workers, stand to greatly benefit from improved safety arrangements and access to some social security arrangements where an employer-employee relation is evident. Our results revealed that work safety, if at all, is available only to the beauty parlour and brick-breaking/road making jobs. In all the other seventeen kinds of jobs, work safety is not present though in some kinds of jobs it can be relatively easily provided.

### Labour protection Policy: Commitment without action

The labour protection provisions of the Constitution of Pakistan are supported by ratification of 34 ILO conventions, including 7 of the 8 core conventions embodied in the ILO Declaration on Fundamental Principles and Rights at Work. This Declaration embraces four main areas including freedom of association and the recognition of the right of workers and employers to bargain collectively;



elimination of all forms of forced or compulsory labour; effective abolition of child labour; and elimination of discrimination in respect of employment and occupation.

The ILO Declaration was adopted by the ILO Conference in 1998, but Pakistan's commitment to the principles of freedom of association, and the right to collective bargaining date back to 1951 and 1952 respectively, indicating a strong commitment by Pakistan to the protection of basic rights in the very early years of Pakistan's nationhood. The Abolition of Forced Labour Convention 1957 (Convention 105) was ratified by Pakistan in 1960, and the Discrimination (Employment and Occupation) Convention, 1958 (Convention 111) was ratified in 1961. The act of ratification means that a Convention becomes legally binding on the ILO member states concerned, and it provides clear evidence that Pakistan's commitment to such basic rights is long standing. In recent years, Pakistan has reaffirmed its commitment to labour protection by its ratification of the Equal Remuneration Convention, 1951 (Convention 100), and the Worst Forms of Child Labour Convention, 1999 (Convention 182). Both conventions were ratified in 2001 and indicate that Pakistan's commitment to basic rights is not only long-standing, but also on-going. It is also reflected in all the labour protection policies of Pakistan. The Labour Protection Policy 2006 is much refined compared to the previous ones in the aspect that in this policy Government of Pakistan has committed to extend the coverage of employee's old-age benefits scheme to self-employed persons, informal economy workers, and the agricultural sector, on a voluntary basis. Furthermore, the government is committed to provide women with equal opportunities for employment and non-discrimination in wages (GOP 2006:9).

In our survey employees' old-age benefits are non-existent in all types of jobs of women. The Labour Protection Policy elaborates that corporate agricultural workers along with informal sector workers would benefit from application of minimum wages (which was raised from Rs.4000 to Rs.6000 in 2008) to all situations in which a contract of employment is evident, even for limited periods (GOP 2006:25). These workers would benefit from increased information on work-safety and health and eligibility for some social security services (GOP 2006:26). The minimum wage applies to brick-kiln work, house-maids and factory/office workers. It also partially applies to work on ladies garments (serial No. 1 to 3), bedding clothes and rug-making, beauty parlour, livestock and poultry farming and door to door selling where contract work, piece-rate work and employee status exist simultaneously. In our sample, only 9 per cent of the women involved in brick-breaking/road-making were having minimum wage at the time of the survey (see Table-2a).

In our survey bonded labour which is related to advances and loans was found in the job of brick-kiln industry, brick-breaking for roads and construction, road-making, agricultural labour but partially also in ladies garments-making and house-maids. In the informal sector households, usually the adult males took the loan. Their women and partially their children pay off by surrendering a part of their daily wages. Thus these women enter the labour market not in pursuit of a career, but extreme financial necessity compels them to take up paid-work in such low-income occupations.

Targets and activities set out in the National Policies and Action Plans to Combat Child Labour (May 2000) and Abolition of Bonded Labour is part of Labour Policy 2002 (GOP 2002:14). Additionally, Pakistan by ratifying ILO Convention 182 has accepted the obligation to enhance age limit to 18 years in respect of worst forms of child labour, for entry into labour market. In our survey, out of eighteen types of jobs, there are only two types of jobs where child labour does not exist. They are beauty parlour and trainees in embroidery, tailoring and fashion design. Discrimination in wages exists in bedding clothes and rag-making, beauty parlours, brick-kiln workers, street work, brick-breaking/road-making, housemaids, live-stock and poultry farming, factory/office work and agricultural labour. Finally membership of organization of working women is non-existent in our sample (see Table-2b).

## Conclusion

The present work is a study of the work related conditions of informal women workers in the urban area of Bahawalpur. There are four overlapping modes of work for these women including employed, self-employed, contract workers and piece rate workers. Under these there are 14 different categories of informal women workers. The two largest categories are engaged in work on ladies garments and as house-maids. The next two categories include brick-breaking/road making and brick-kiln workers. The mean monthly income of 19 different categories was found to be Rs. 2,150. Yet it constitutes a significant contribution to the household considering the overall mean monthly household income of Rs.4,225 which explains the extreme circumstances under which these women are compelled to work for such meagre wages.

A large majority of these women suffer from multiple illnesses for which no proper treatment is available. A majority of the informally employed women work at home where they live in congested conditions, with 30% of families living in one room houses and only 10% enjoying sanitation facility at home. Since many of the informal sector women work from home their miserable living conditions also translate into miserable working conditions. A majority of informal women workers are illiterate and of the remaining nearly 60 per cent have done only 5 years of primary education.

Numerous provisions of international and national labour protection policy cover these informal women workers. These have been neither enforced nor propagated. Not only Pakistan's commitment to labour protection is enshrined in the Constitution of Pakistan 1973 but in fact Pakistan has ratified all ILO declarations and international conventions willingly and eagerly since the creation of the country. The National Labour Protection Policy comprehensively covers all aspects of labour protection with numerous provisions extending to many types of informal work. The conventions, the policies and the provisions, however, have never touched the life and work of informal women workers. Labour legislation for the informal sector is completely divorced from its implementation.

Table-2 a: Typology of Work and Labour Protection Policy

Sr. No.	Types of work	Frequency	Contribution to	Mode of employment	Social Security <sup>VIII</sup>	Employees' oldage benefit scheme	Percentage at or above official wage
		per cent	household budget per cent				
1	Embroidery/ <i>Silma Sitara/ Reshim Ka Kam/ Makaish-Making</i>	6.8	47	Contract Work, Piece-rate Work	Nil	Nil	None
2	<i>Chunri-Making / Thappa-Making/ Tie and Dye suites</i>	8.9	42	Contract Work, Piece-rate Work	Nil	Nil	None
3	Stitching/ Sewing/ Crocheting/ <i>Tarkashi</i>	14.5	41	Contract Work, Piece-rate Work	Nil	Nil	None
4	Bedding Clothes and Rug-Making	3.2	31	Self-employed, Employee	Nil	Nil	None
5	Beauty Parlour	3.9	35	Self-employed, Employee	Nil	Nil	None
6	Trainees of Embroidery, Tailoring, Fashion Design, etc.	2.8	30	Self-employed, Employee	Nil	Nil	None
7	Food-making <sup>I</sup>	5.1	38	Self-employed, Contract Work	Nil	Nil	None
8	Brick-Kiln Work	5.7	58	Employee	Nil	Nil	None
9	Tuition of Formal and Informal Education	3.5	40	Self-employed	Nil	Nil	None
10	Door to Door Selling <sup>II</sup>	2.7	31	Self-employed, Employee	Nil	Nil	None
11	Street Women <sup>III</sup>	5.4	32	Self-employed, Employee	Nil	Nil	None
12	Brick Breaking /Road making	7.3	48	Employee	Nil	Nil	9

Continued ...

Sr. No.	Types of work	Frequency per cent 77	Contribution to household budget per cent	Mode of employment	Social security <sup>VIII</sup>	Employees' oldage benefit scheme	Percentage at or above official wage
13	House Maids <sup>IV</sup>	15.9	58	Employee	Nil	Nil	None
14	Singers/Dancers /Street-singers-cum-baggers	0.1	82	Self-employed,	Nil	Nil	None
15	Live Stock and Poultry Farming	2.1	24	Self-employed, Employee	Nil	Nil	None
16	Office / Factory Workers <sup>V</sup>	5.1	33	Employee	Nil	Nil	None
17	Pottery and <i>Cholay</i> -Making	4.2	31	Self-employed,	Nil	Nil	NA
18	Agricultural Labour <sup>VI</sup>	3.6	30	Piece-rate Work, Employee	Nil	Nil	None
19	Others <sup>VII</sup>	3.4	29	-	Nil	Nil	-
20	Total	114.2	-	-	-	-	-

I. *Chapati*-making of flour, *Samosa*-making, *Berian*-making (leaf wrapped cigarettes), and pickles-making

II. Selling toys, artificial flowers, vegetables, utensils, bed sheets, clothes, embroidered rugs, etc.

III. Collecting waster paper, tins, bottles, plastic, shoppers, etc.

IV. It includes cloth-washing, cleaning, dusting, dish-washing and cooking, baby-sitting, pressing clothes, etc.

V. It includes sowing, cotton picking, winnowing, crop cutting, etc.

VI. Shop-keepers, embroidery on shoes, match-makers, *dai* (traditionally trained mid-wife), casual labour with undefined profession, etc.

VII. Labour in factories, private schools, organizations and offices, telephone operators, etc.

VIII. Benefited from any social security scheme.

**Table-2 b: Typology of Work and Labour Protection Policy**

<b>Sr No.</b>	<b>Types of work</b>	<b>Work safety</b>	<b>Discrimination</b>	<b>Social security<sup>VIII</sup></b>	<b>Existence of child labour</b>	<b>Existence of forced labour</b>	<b>Organization of working women</b>
1	Embroidery/ <i>Silma Sitara/ Reshim Ka Kam/ Makaish</i> -Making	Nil	No	No	Yes	No	Nil
2	<i>Chunri</i> -Making / <i>Thappa</i> -Making/ Tie and Dye suits	Nil	No	No	Yes	No	Nil
3	Stitching/ Sewing/ Crocheting/ <i>Tarkashi</i>	Nil	No	No	Yes	No	Nil
4	Bedding Clothes and Rug-Making	Nil	Yes	No	Yes	No	Nil
5	Beauty Parlour	70	Yes	No	No	No	Nil
6	Trainees of Embroidery, Tailoring, Fashion Design, etc.		No	No	No	No	Nil
7	Food-making <sup>I</sup>	Nil	No	No	Yes	No	Nil
8	Brick-Kiln Work	Nil	Yes	No	Yes	Yes	Nil
9	Tuition of Formal and Informal Education	-	No	No	Yes	No	Nil
10	Door to Door Selling <sup>II</sup>	Nil	No	No	Yes	No	Nil
11	Street Women <sup>III</sup>	Nil	Yes	No	Yes	No	Nil
12	Brick Breaking /Road making	13	Yes	No	Yes	Yes	Nil
13	House Maids <sup>IV</sup>	Nil	Yes	No	Yes	Yes	Nil

Continued ...

Sr No.	Types of work	Work safety	Discrimination	Social security <sup>VIII</sup>	Existence of child labour	Existence of forced labour	Organization of working women
14	Singers/Dancers /Street-singers-cum-baggers	-	No	No	Yes	No	Nil
15	Live Stock and Poultry Farming	Nil	Yes	No	Yes	No	Nil
16	Office / Factory Workers <sup>V</sup>	Nil	Yes	No	Yes	No	Nil
17	Pottery and <i>Cholay</i> -Making	Nil	No	No	Yes	No	Nil
18	Agricultural Labour <sup>VI</sup>	Nil	Yes	No	Yes	Yes	Nil
19	Others <sup>VII</sup>	Nil	-	No	Yes	NA	Nil
20	Total	-	-	-	-	-	-

For explanation of superscripts I, II, III etc., see under Table 2-a.

**Table-2 c: Typology of Work and Labour Protection Policy**

<b>Sr. No.</b>	<b>Types of work</b>	<b>Hours of work (exceeding 48 hours per week)</b>	<b>Overtime wages</b>	<b>Sick leave</b>	<b>Allowances and benefits</b>	<b>Job security provision</b>
1	Embroidery/ <i>Silma Sitara/ Reshim Ka Kam/ Makaish</i> -Making	-	No	NA	No	No
2	<i>Chunri</i> -Making / <i>Thappa</i> -Making/ Tie and Dye suites	-	No	NA	No	No
3	Stitching/ Sewing/ Crocheting/ <i>Tarkashi</i>	-	No	NA	No	No
4	Bedding Clothes and Rug-Making	Yes	No	No	No	No
5	Beauty Parlour	Yes	No	No	No	No
6	Trainees of Embroidery, Tailoring, Fashion Design, etc.	Yes	No	NA	No	No
7	Food-making <sup>I</sup>	-	No	NA	No	No
8	Brick-Kiln Work	Yes	No	No	No	No
9	Tuition of Formal and Informal Education	-	NA	NA	NA	NA
10	Door to Door Selling <sup>II</sup>	No	No	No	No	No
11	Street Women <sup>III</sup>	-	NA	NA	NA	NA
12	Brick Breaking /Road making	Yes	No	No	No	No
13	House Maids <sup>IV</sup>	Yes	No	Partial	No	No
14	Singers/Dancers /Street-singers-cum-baggers	-	NA	NA	NA	NA
15	Live Stock and Poultry Farming	Yes	No	Partial	No	No

Continued ...

Sr. No.	Types of work	Hours of work (exceeding 48 hours per week)	Overtime wages	Sick leave	Allowances and benefits	Job security provision
16	Office / Factory Workers <sup>V</sup>	Yes	No	Partial	No	No
17	Pottery and <i>Cholay</i> -Making	-	NA	NA	NA	NA
18	Agricultural Labour <sup>VI</sup>	Yes	No	No	No	No
19	Others <sup>VII</sup>	-	NA	NA	NA	NA
20	Total	-				

For explanation of superscripts I, II, III etc., see under Table 2-a.



**Table-2 d: Typology of Work and Labour Protection Policy**

<b>Sr. No.</b>	<b>Types of work</b>	<b>Health and hygiene</b>	<b>Nutrition proper or poor</b>	<b>Disease prevention considerations</b>	<b>Disease incidence</b>	<b>Social security<sup>VIII</sup> availability</b>	<b>Education information or advice</b>
1	Embroidery/ <i>Silma Sitara/ Reshim Ka Kam/ Makaish-Making</i>	No	No	Nil	4.5	None	Partial
2	<i>Chunri-Making / Thappa-Making/ Tie and Dye suites</i>	No	No	Nil	4.1	None	Nil
3	Stitching/ Sewing/ Crocheting/ <i>Tarkashi</i>	No	No	Nil	3.9	None	Partial
4	Bedding Clothes and Rug-Making	No	No	Nil	3.5	None	Nil
5	Beauty Parlour	No	No	Nil	0.7	None	Nil
6	Trainees of Embroidery, Tailoring, Fashion Design, etc.	No	No	Nil	1.5	None	Partial
7	Food-making <sup>I</sup>	No	No	Nil	2.2	None	Nil
8	Brick-Kiln Work	No	No	Nil	4.6	None	Nil
9	Tuition of Formal and Informal Education	No	No	Nil	2.2	None	Nil
10	Door to Door Selling <sup>II</sup>	No	No	Nil	3.2	None	Nil
11	Street Women <sup>III</sup>	No	No	Nil	2.9	None	Nil

Continued ...

Sr. No.	Types of work	Health and hygiene	Nutrition proper or poor	Disease prevention considerations	Disease incidence	Social security <sup>VIII</sup> availability	Education information or advice
12	Brick Breaking /Road making	No	No	Nil	4.3	None	Nil
13	House Maids <sup>IV</sup>	No	No	Nil	4.1	None	Nil
14	Singers/Dancers /Street-singers-cum-baggers	No	No	Nil	1.6	None	Nil
15	Live Stock and Poultry Farming	No	No	Nil	2.0	None	Nil
16	Office / Factory Workers <sup>VII</sup>	No	No	Nil	3.9	None	Nil
17	Pottery and <i>Cholay</i> -Making	No	No	Nil	2.3	None	Nil
18	Agricultural Labour <sup>V</sup>	No	No	Nil	2.7	None	Nil
19	Others <sup>VI</sup>	No	No	Nil	1.7	None	Nil
20	Total	No	No	Nil	3.1	None	Nil

For explanation of superscripts I, II, III etc., see under Table 2-a.

## Notes

<sup>1</sup> Piece-worker is defined as a person who receives raw material from middleman, shopkeeper or producer, give back the finished product and take the wages at contract rates.

<sup>2</sup> Own-account worker is defined as a person who operate enterprise or business jointly or in partnership with others without engaging any employee.

<sup>3</sup> Housing conditions refer to the condition whether the house is *kacha* or *pacca* (*mud or masonry*), the number of rooms in the household, whether the household is electrified or not, and whether the household has separate bathroom and kitchen or not.

<sup>4</sup> The official Poverty Line was placed at Rs.848.79 per capita per month (GOP 2004).

<sup>5</sup> Contribution of a woman is defined as the percentage ratio of woman's expenditure for the household to total household expenditures.

<sup>6</sup> Overall (all types of work irrespective of mode of employment) 43 per cent of the women are working more than 8 hours daily.

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