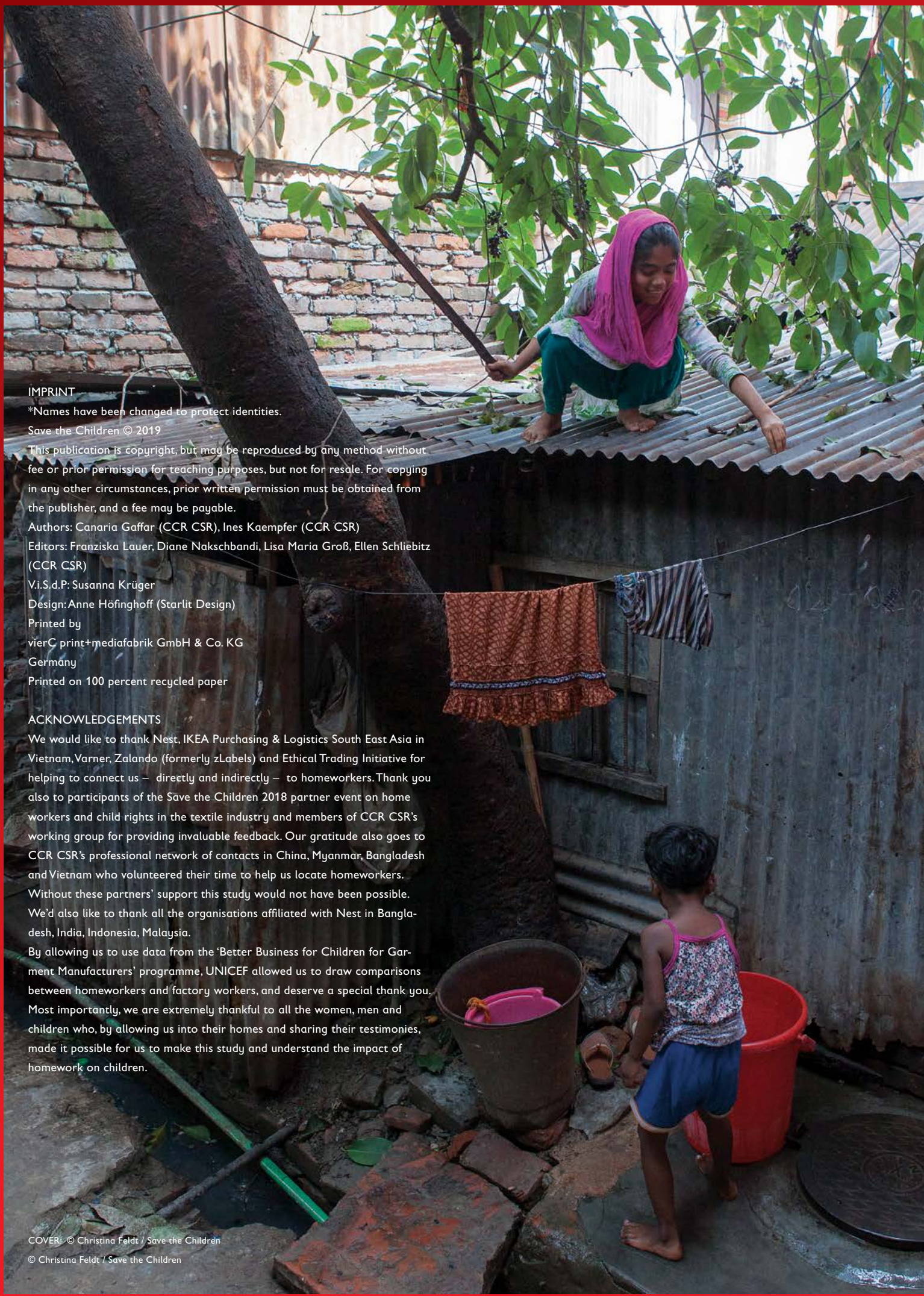
Save the Children

IN THE INTEREST OF THE CHILD?

CHILD RIGHTS AND HOMEWORKERS IN TEXTILE AND HANDICRAFT SUPPLY CHAINS IN ASIA

CCR CSR

HONG KONG



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*Names have been changed to protect identities.

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Table of contents

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Foreword

There is no easy answer to the question whether home- or home-based work is in the interest of children or not. It is a fact that to be able to care for their children, parents need to earn money, and if nothing else is available, some need to do that from home. In order to understand the complete dimension of what this means for children and their families, their wellbeing and their rights, it is necessary to take a close look, open-mindedly, and understand why some people decide to work from home, under which circumstances this work takes place and how it impacts children.

Although homeworkers contribute enormously to global supply chains, so far there have only been very few people daring to take that close look. Home-based work is often associated with child labour, which obviously is a very precarious subject companies, middlemen and consumers don't want to be linked with. Therefore, the potential involvement of homeworkers is often denied or ignored. Yet, this approach does no good as it drives the respective actors into hiding. The lack of transparency of home-based production has prevented homeworkers from accessing the same protections that workers within the formal economy have. Our experiences of the past years while closely working together on this matter lead to the conclusion that, despite the perceived or factual risks home-based work may pose, prohibiting it altogether is not the answer. Instead, dealing with it in a responsible way can lead to proactively strengthening child rights as a commitment to the Sustainable Development Agenda.

This is why Save the Children initiated this research, which was conducted by CCR CSR with the support of Nest: to approach the questions above from a child rights perspective, in order to understand the risks for and needs of children in homework settings.

This study allows companies to address compliance risks while at the same time understand the families' great opportunities that may come with homework. Home-based work is particularly important for women, giving them flexibility and freedom to earn income while simultaneously caring for their children. "No homeworker" policies reduce economic opportunities or push this labour further underground, reducing transparency and regulation.

The findings of this study are indeed encouraging as they corroborate the important role of homework and prove that, if done transparently and with the rights of the workers and children in mind, it can be a potent force for promoting greater wellbeing as well as economic and social opportunities for women, children, and families all over the world. Especially regarding the Sustainable Development Goals 8 (decent work) and 12 (responsible production), we provide good insights into how to improve children's rights in this matter. We hope this new knowledge triggers a change in the existing homeworker policies among brands and buyers. Only then can we take that necessary next step: making serious efforts to improve the situation for homeworkers with special attention to child rights.

100 years ago, Eglantyne Jebb founded Save the Children because she understood that children are thrown into circumstances without having their own choice. By providing the basis for the UN Convention of the Rights of the Child, she made decision makers accountable for designing a better world for children. We owe to them the chance to strive. Because it is tomorrow's adults who will take the responsibility for the world's future into their own hands.

Susanna Krüger
CEO Save the Children Germany

Ines Kaempfer
Executive Director at CCR CSR (Center for Child Rights and Corporate Social Responsibility)

Rebecca von Bergen
Founder of Nest (Nest Compliance for Homes and Small Workshops Program)

Executive Summary

This study takes a child rights lens to the topic of work in home-based and small workshop settings in Asia. As homework often is associated with child labour, the topic is picked up rather gingerly, where at the same time some industries are infamous for it, for example, the textile, leather or carpet industry. There is indeed an increased risk for children of homeworkers to get involved in homework, because the work is happening at their homes. However, the picture is not black and white and home work certainly is not to be equated with child labour. In fact, there is little information available on the impact of home-based production on children or on child rights in general.

Therefore, Save the Children initiated this study in order to shed light on a situation that, despite being widespread across the continent, has so far proven difficult to analyse due to its hidden nature. The survey was conducted by the Centre for Child Rights & Corporate Social Responsibility (CCR CSR) with the support of Nest and brand partners. It aims to understand what situations and conditions might increase the likelihood of children getting involved in work. And it perceives both the negative and positive impact that home-based and small workshop-based work has on children. Given that, the study aims to present best practices for companies who are either directly or indirectly sourcing from homeworkers.

Interviews with 601 workers in seven countries were carried out as part of this study, of which 579 responses were ultimately included in the aggregated analysis. This includes 37 working children under the age of 18. In addition, we also interviewed a further 50 children of workers who were present while interviewing their parents. The majority of all workers (parents and children) interviewed work directly from their homes (78.8%) in China, Bangladesh, India, Indonesia, Myanmar, Malaysia and Vietnam. The others work either in small workshops (18%) or at other people's homes (3.2%).

The working conditions, pay and personal protection vary greatly amongst home and small workshop workers, and we see great differences between countries, urban and rural areas, products they are producing and whether or not they are producing for the international market. As a result the impact on children also varies greatly, bearing both risks as well as opportunities.

In relation to the major risks, we found that children of homeworkers and small workshop workers are typically from lowest-income families in communities that face the common challenges of poor water and sanitation, especially in crowded urban areas such as slums. Combined with poor nutrition, which is linked to the struggles many families face to cover basic needs, there is a widespread risk for children to suffer from health issues.

Given that homework often takes place in very informal settings without formal labour contracts, social benefits and insurance, the workers and their families are thus completely dependent on the availability of universal healthcare, leaving half of all interviewed workers (52%) and their children (51%) without any insurance coverage. In Bangladesh in particular 94% of workers and 93% of their children are not insured. As a result, more than a third (36.5%) of workers struggle to pay for the healthcare costs for their families, and this number goes up to 56% in Bangladesh where few workers and their children are covered by any insurance. That puts children in precarious positions, as illness amongst parents is one of the reasons for children to drop out of school and get more systematically involved in work.

Children of homeworkers in urban areas are growing up in crowded places (average 2.4 persons per room) with very little personal space and shared toilets with other families, exposing them to a lack of privacy and protection. It also severely limits their chances to play both indoors and outdoors, which in turn puts them in a disadvantaged position from the start, as outdoor play in general is instrumental for children's healthy development.

If children are included in the homework, the key drive for the parents to do so is a financial one. The income from artisan work fluctuates, and depending on the volume of orders may not even reach the minimum monthly salary level of a formally employed factory worker. If the homeworker or the homeworkers' family has no additional income, which is more often the case in urban families and single-parent or single-contributor households, children are at increased risk of dropping out of school early and working full-time to support the family, either by becoming a homeworker alongside the parent or going to someone else's home-run business.

However, it is worth mentioning that 81% of homeworkers report that their children do not get involved in their work at all. There is a likelihood of underreporting because of the zero-tolerance policies regarding child labour widely adopted by global brands. During our surveys we nevertheless found no indication of a major cover up from parents – the children we met in Vietnam for example (who all indicated that they did not help their parents) were attending school, participating in after-school sports activities and had free time to play. This leads to the conclusion that children supporting their parents for less than 2 hours a day seem to have enough time for education and/or play, even though the space might be limited, whereas children involved excessively in homework have no or very limited free time, potentially creating a real negative impact on their psychological health[1], education, and well-being.

The major risk of exploitation for children comes with starting to work full-time and becoming a key contributor to the household income. The study does identify a significant number of child labourers, many of whom started to work before the age of 12 (29.8%), dropped out of school and/or often work longer hours than what is legally allowed. Even for those who are between 15-17 years old and thus above the minimum legal age to work, they generally do so under less favourable conditions than adult workers and work long hours. Children facing by far the biggest risk for exploitation are the ones who are employed at someone else's home-run business. They generally work very long hours, 10-13 hours per day on a regular basis, as an exchange for food and accommodation with little to no protection and minimum to no pay. Even though the number of such cases is small and we cannot establish the prevalence of these issues, all such cases were observed in work settings with no regulations and no international standards, highlighting the need to create decent work opportunities for working children.

Which brings us to the opportunities of home-based work, that seem to be feasible for the majority of the children as we stated above.

For homeworkers, flexible work arrangements enable them to care for their children in communities with otherwise few alternative childcare options. Children of homeworkers are rarely left unattended (10.5%), significantly less when compared to small workshop workers (20.2%) and factory workers (23.9%).

Also, breastfeeding times seem to be significantly longer (18.8 months) than both among small workshop workers (14.1 months) and factory workers (e.g. only 9 months for Bangladesh), and homeworkers tend to take off more time for maternity leave than factory workers do. The positive impact of longer breastfeeding on children's health is especially crucial for impoverished communities with poor nutrition and water & sanitation conditions.

Regardless of the low education levels of homeworkers and small workshop workers, the school enrolment rates of their children under the age of 15 are impressive, with 97.3 % of children aged 12 - 14 still in school – which is much higher than what the national school enrolment numbers available for the respective countries show.

87.4% of workers in the study are female. Even though the study cannot establish the causal connection between female workers' financial independence and decision-making power at home about their children's education, or directly relate this positive impact to mothers being more present for their children, the data on school enrolment does stand in stark contrast to the national average.

The question now is, what would constitute the "right context" to weigh towards more opportunities than risks? We can observe that for the children in countries in or closer to a medium income country like China and Vietnam, homework can indeed create a strong positive impact on children. In such countries, we can observe longer maternity leave and significantly fewer risks of neglect for the children of homeworkers. In low-income countries such as India and Bangladesh, however, it is still incredibly difficult for the homeworkers to escape poverty, with all its implication on health, safety and child protection.

A quite striking result is that homeworkers who were identified as being part of the global supply chain fared better in most areas, but particularly in terms of working conditions, health and safety (fewer injuries), and labour exploitations, as that linked them with increased levels of transparency and applied compliance programmes of brands or NGOs. This data clearly establishes the need for greater awareness and commitment to improving this end of the supply chains from brands/buyers.

Bearing in mind that the scope of this study is too small to be representative of all homeworkers' situations, it does provide valuable insights, particularly for companies wishing to understand the impact and risks of home-based or small workshop-based labour on child rights. We hope that the data provided can drive considerations related to rethinking zero tolerance policies to achieve greater inclusivity, accomplishing greater supply chain transparency to minimise labour risks and unauthorised sub-contracting, and above all: putting child rights in the centre of attention when addressing children's involvement in work.

Definitions

HOME WORK
refers to the production of a good or the provision of a service for an employer or contractor under an arrangement, whereby the work is carried out at a place of the workers' own choosing, often the worker's own home. There is normally no direct supervision by the employer or contractor over this part of the production process.[2]

HOMEWORKERS
For this study, we use the general term "homeworkers" to refer to all those who are self-employed, subcontracted piece rate workers working from their homes or from workshops. To compare those who work from their own homes to those who work in workshops, we refer to "home-based workers" and "workshop workers" to enable this distinction.

SMALL WORKSHOP
refers to a facility with less than 20 workers simultaneously involved in production, and the production process does not require power machinery. This includes a home-based workplace where homeworkers employ other workers who are not their family members.

HOME-BASED ENTERPRISE/BUSINESS
is one that occurs in or very close to the home rather than in a commercial or industrial building or area.[3]

WORKING CHILDREN
A working child is under the age of 18 AND:

- out of school and working either full-time or part-time at home or elsewhere OR
- still in school but working part-time at a home-based enterprise or a small workshop (either with income or without income as an apprentice) OR
- still in school and helping a homeworker parent regularly, contributing significantly to the home workers' income

ADULT WORKERS
are those who are at least 18 years old and have at least one child that is under the age of 18.

WORKSHOP WORKERS
For this study, "workshop workers" are the ones who work at a small workshop or at someone else's home rather than in their own.

CHILD LABOUR
ILO defines "child labour" as work that "deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development", and which refers to:

a) Children aged 5-11 years (or 12 where consistent with ILO and national laws) in all forms of economic activity
b) Children aged 12-14 years (or 13-15 where consistent with ILO and national laws) in all forms of economic activity except permissible "light" work
c) Children aged 15-17 years in hazardous work. The specific types of employment or work constituting hazardous work are determined by national laws or regulations or by the competent authority. Hazardous work also includes children aged 15-17 working long hours, defined as more than 43 hours per week.
d) Children aged 5-14 years performing household chores for at least 21 hours per week.

LIGHT WORK
ILO Minimum Age Convention No. 138 defines "light work" as work that is:

a) not likely to be harmful to their health or development; and
b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority or their capacity to benefit from the instruction received

1 Introduction

According to the International Labour Organization (ILO), homeworkers comprise a significant share of the workforce in key industries, such as the textile and garment industries, the leather industry, carpet making and electronics. It is an important source of employment in many parts of the world, especially for women who are economically and socially disadvantaged.[5]

While many homeworkers may work independently and cater to the direct needs of the end-user, for example in the form of a small sewing workshop producing local garments for individual customers, a large portion of homework is linked to larger supply chains, where homeworkers act as subcontractors for factories or collection centres, which then enter national or international markets.

Due to the hidden nature of homework, it is challenging to provide an accurate estimate of homeworkers in global supply chains. Although the ILO cites more than 300 million home-based workers in the world[6], current supply chain auditing and certification systems do not sufficiently address labour in a home-based or small workshop setting. While home-based production brings positive economic opportunities for poor families, especially women, the unregulated nature of work puts the workers at extreme risk of labour exploitation and abuse. Challenges related to child labour, decent work for youth and general working conditions also pose significant risks.

Homework in supply chains in general is a sensitive area for many companies due to its informal setting, and so far, very few brands have developed strong solutions for managing homeworkers in their supply chains. Current solutions range from completely excluding homeworkers from the supply chain to applying all requirements as defined in code of conducts and standards to homeworkers. Both approaches fall short as excluding homework can deprive families and areas of much needed income, and simply extending code of conducts and related standards is similarly unrealistic as the formal management associated with the implementation of such codes and standards is not feasible in homework settings.

A key reason for companies to ban homework is its association with child labour. A range of reports have shown the increased risk of child labour amongst home workers, but often the scope and regional coverage are limited and there is little information available on the impact of home-based production on children or on child rights in general. As such, brands, industries as well as buyers know very little about children growing up in homeworker households and to what degree their rights to education, protection and a healthy upbringing are ensured or infringed.

THE GOAL OF THIS STUDY

The aim of this study was to provide data on both the positive and negative impact of home-based work and work in small workshops on child rights and to identify best practices to improve child rights in such settings. It had three major objectives:

1. To identify the scope and scale of child rights issues in home-based and small workshop settings

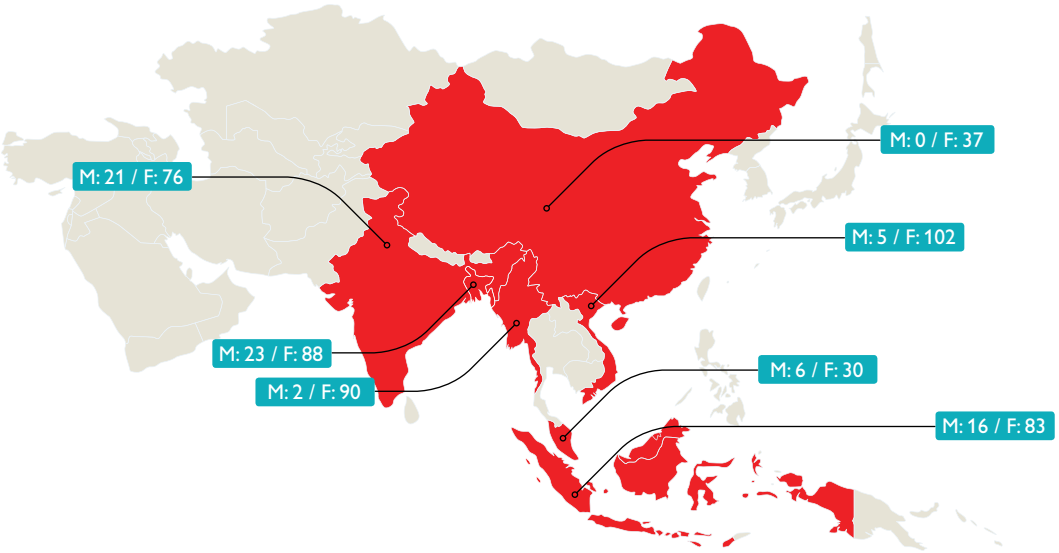
2. To understand the opportunities and possibilities to improve child rights through home-based and small workshops

3. To showcase the best practices to improve child rights in home-based and small workshop settings

2 Survey Sample

To achieve the above-mentioned objectives and fill the gaps in child rights assessment in the most hidden link in the global supply chains, Save the Children commissioned CCR CSR to conduct this study in collaboration with Nest. CCR CSR took advantage of Nest's artisan network to collect first-hand data from home-based and small workshop workers in seven countries in Asia: Bangladesh, China, India, Indonesia, Malaysia, Myanmar and Vietnam.

MAP 1: WORKER SURVEY SAMPLE DISTRIBUTION (BY GENDER)



RESEARCH SAMPLE AND METHODS

The research was carried out from May 2018 to January 2019. 601 workers were interviewed for the study, of which, 562 were adult parent workers with children under the age of 18, and 39 were working children who were under the age of 18 themselves. After filtering the responses, we kept a sample of 579 workers (including 37 working children) for aggregate analysis. We also talked to about 50 children of workers who were present during the interviews with workers. Additionally, we had a brief survey with homeworker clients' and international brands/buyers respectively to obtain first-hand information.

87.4% of all interviewed workers are female, reflecting the situation that most homeworkers are female.[7]

As shown in Chart 1 our workers came from various sectors but mostly in textile/garment production (45.7%) and handicraft (45.0%).

CHART 1: INDUSTRIES SURVEYED HOMEWORKERS PRODUCE FOR

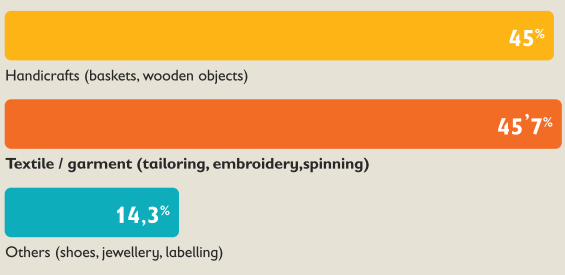


TABLE 1: SURVEY SAMPLE GENDER DISTRIBUTION[8]

	Male	Female
All	12.6%	87.4%
Adult workers	12.4%	87.6%
Working children	16.2%	83.8%

The large majority (78.8%) of workers worked at their own homes, and 18 % worked in small workshops. A small minority (3.3 %) worked at someone else's home or home-run business. But this number is significantly higher among working children (16.2%) than adults (2.4%).

We will present most results by home-based workers and workshop workers, and the latter combines work settings that are home-run businesses (someone else's homes) and small workshops. As described in Table 2, a significantly higher percentage of female workers (80.0%) work from home compared to male workers (69.9%).

International brands themselves struggle to fully understand their supply chains, with many unable to track their business activities all the way down to the homeworker level. When brands do discover that homeworkers contribute to their supply chains, the discovery is often accidental or anecdotal rather than a result of supply chain mapping. The numbers of homeworkers they discover may therefore not reflect the true number of homeworkers in their supply chains.

3 Homeworkers in Global Supply Chains

It is difficult to estimate the number of homeworkers involved in global supply chains due to the hidden nature of the work and the complexity of tracing sub-contracting in multi-tiered supply chains. The ILO's estimate of 300 million home-based workers globally provides a ball-park figure; the exclusion of home-based workers from current supply chain auditing and certification systems means that the number could be much higher.

3.1 BRANDS AWARENESS ON HOMEWORKERS IN THEIR SUPPLY CHAINS

According to a small survey with ten major international brands/buyers, seven out of ten were in fact aware of home-workers' presence in their global supply chains in the past two years (even though they may not have the exact numbers).

Home-based workers are key to global supply chains, but buyers have little knowledge on where and under what conditions home-based work occurs.

Brands/buyers' estimates of the homeworkers in their supply chains varied tremendously, from 30 to 5000, depending on the sector they are representing. Supermarket chains with a diverse range of products estimated the highest number of homeworkers. As for the others who have yet to find any homeworkers in their supply chains, their estimates of home-workers in their sector ranged from 0 to 1000. They also anticipated the likelihood of finding homeworkers in their supply chains to be 46% on average, with a wide range from 0 to 100%.

Three out of 10 brands do have specific policies to prevent the employment of homeworkers, while two answered that they are having an internal debate on how to position themselves on employment of homeworkers. The rest had a neutral stand (Chart 2).

Half of the brands/buyers didn't follow any guidelines regarding homeworkers.

As for the impact of homework on child rights, half of the brands/buyers think homeworkers would have a negative impact on child rights.

CHART 2: BRANDS' POSITION ON THE EMPLOYMENT OF HOMEWORKERS

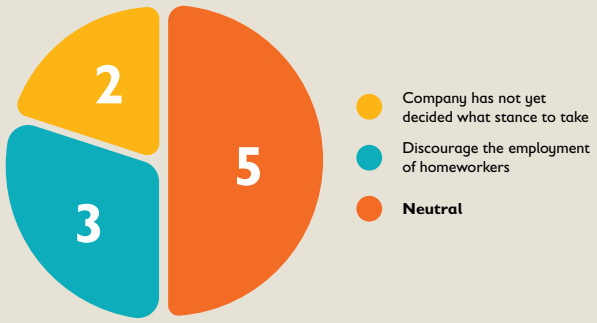


TABLE 2: WORK SETTINGS[9]

	Own home	Other family's home	Workshop
All	78.8%	3.3%	18.0%
Female workers	80.0%	3.2%	16.8%
Male workers	69.9%	4.1%	26.0%

3.2 LINKS OF SURVEYED HOMEBASED WORKERS TO GLOBAL SUPPLY CHAINS.

Through our local partners who supported the study and made the access to homeworkers possible, we could establish that just over half of workers in the study (51.6%) were producing for international brands/buyers. However, 67.6% of those workers were unaware that buyers of their products are international brands/buyers (Chart 3).[12]

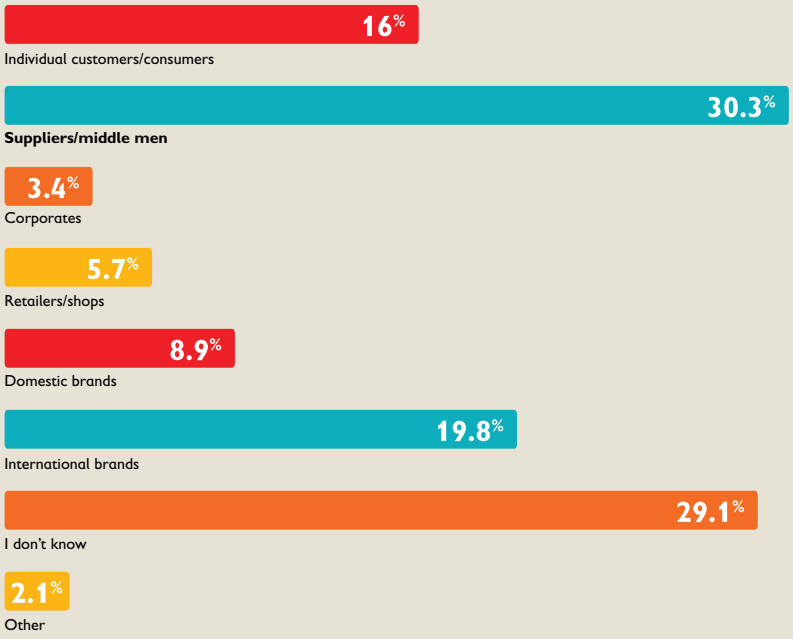
For the homeworkers who were not confirmed to be producing for international brands/buyers, 7% said they produce for international brands and 43.5% said the buyers of their products are suppliers/middle men. While it is not absolutely clear if the 7% really produce for the global supply chains and while we can't say with certainty that those producing for middle men might be linked to international supply chains, there is still a possibility that their products are linked to the international market without their or the brands/buyers' knowledge. Given the data we received from brands about the limited visibility of homeworkers in their supply chains, we can make a reasonable assumption that a significant number of homeworkers are producing for international brands/buyers without a transparent link to connect the two ends.

Going forward we will look at the homeworkers who are known to produce for global supply chains and compare them to the results of those who are not, to see if we can observe any significant differences. What is worth mentioning is that about half (50.5%) of the workers producing for global supply chains in the study belong to artisan groups implementing the Nest Ethical Compliance Programme. The other half either benefit from compliance standards introduced by an international company or from improved conditions as part of an NGO's initiatives.

51.6% of the interviewed homeworkers are known to produce for global buyers, but the majority of them (68%) are not aware of this link.

CHART 3: PERCENTAGE OF WORKERS PRODUCING FOR GLOBAL SUPPLY CHAINS[13]

CHART 4: CLIENTS/CUSTOMERS OF WORKERS[14]



BEST PRACTICE

PROGRAMMES FOR SMALL WORKSHOPS AND HOMES

Half of the homeworkers in this study were part of supply chain programmes either through local or international NGOs or through their buyers. While the goal of this study was not to evaluate these programmes, we could observe some good practices, which we introduce here.

NEST COMPLIANCE PROGRAM (NEST)

Founded in 2006, Nest is a non-profit organization building a new handworker economy to generate global workforce inclusivity, improve women's wellbeing beyond factories, and preserve cultural traditions. Working hand in hand with brands, philanthropists, and artisan businesses, Nest is using radical transparency, data-driven development, and fair market access to connect craftspeople, brands, and consumers in a circular and human centric value chain. Nest's culturally sensitive programme consists of training on workers' rights and wellbeing for artisan leaders and subcontractors, as well as regular assessments based on detailed compliance standards.

For the positive impact of the Nest compliance programme on health and safety of workers, based on our data analysis, please refer to the case study in Appendix 2.

INTERNATIONAL BUYERS HOMEWORKER TRAININGS

Many international brands are beginning to take matters into their own hands, aware that homeworkers in their supply chains cannot be overlooked. One northern European brand for example took its first step by carrying a supply chain mapping of homeworkers in the rattan industry. This allowed them to firstly obtain a basic overview of the numbers of homeworkers in that sector, to identify risks and finally to understand where their leverage and policies fall short.

Another global sports and clothing brand initiated a programme to support the homeworkers in its supply chain in India involved in hand stitching footwear. The brand recognised the importance of home-work to sustain these workers livelihoods and so, rather than banning it, decided to team up with local NGO partners to map the supplier in their leather shoe supply chain.

Additionally, as the majority of homeworkers are female, many of the buyers are focusing on female empowerment programmes to support their homeworkers, which takes the form of training, fair employment practices, etc.

"Being a tailor at home has been a blessing in that it allows me to generate an income for my family while spending quality time with my children. I've never had to pick up work in a factory and I receive enough orders from the women in my community to sustain this lifestyle." Barsha* is a 32-year-old home-based tailor in Dhaka, Bangladesh and the mother of two children aged 10 and 4 years old.

4. Children and Child Rights in Home-based and Small Workshop Settings

In this chapter, we will discuss the impact of parents' work on children by introducing the level of children's involvement in parents' work, the cases of working children and the risks of child labour. We will look at the risks and opportunities for child rights from both a rights perspective and social compliance standpoint, while taking the position of the best interest of the child when weighing risks against opportunities. We will also consider the perspectives of parent workers, their children and working children we interviewed for the study.

4.1 CHILDREN ARE A KEY REASON TO WORK FROM HOME

The 542 adult workers who participated in this study have 952 children under the age of 18[15] in total. Almost half (48.9%) of the adult workers who participated in the study had only one child under the age of 18 (Table 3). Homeworkers in the study had significantly more children under the age of 18 on average than workshop workers.[16]

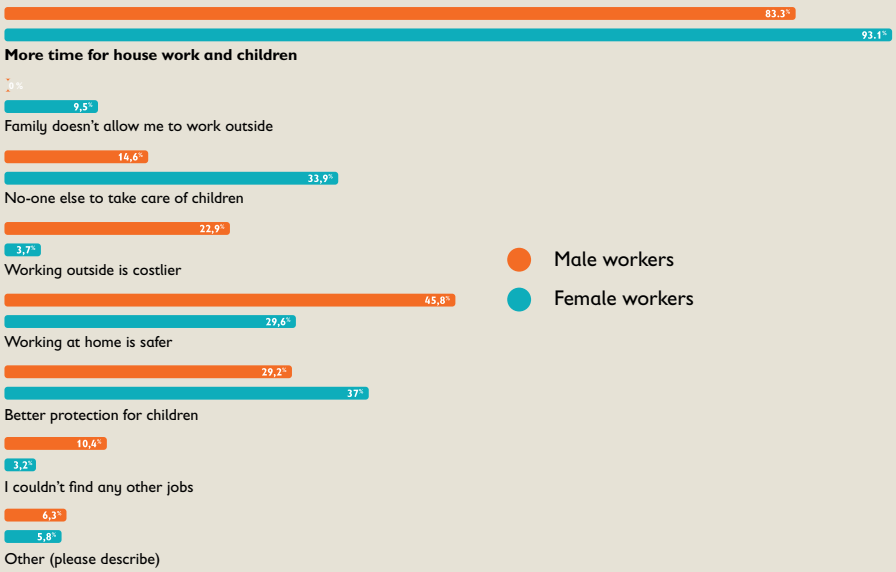
Working from home is a preferred choice for almost all homeworkers we interviewed. While low education levels and lack of opportunities in homeworker communities might be the external factors that push workers to work from home, 95.8% preferred to work at their own homes instead of elsewhere, and this preference is even higher among female workers.

We see that the number one reason for parents to work at home is their children. For 92% of homeworkers, they chose homework because of the flexibility it gives them, allowing them to care for their children and tend to house work. Childcare needs (31.7%) and the protection of their children (36.2%) are also given high priority.[18] Interestingly, this priority is true both for fathers and mothers. However, the childcare challenge is enhanced for women as around 1/3 (33.9%) say there is no-one there to take care of the children when they are not around, whereas only around 15% of men are in this situation (Chart 5)[12].

TABLE 3: NUMBER OF CHILDREN UNDER THE AGE OF 18 OF ADULT WORKERS[17]

	1 child	2 children	3 children	4 children or more
All	48.9%	33.0%	11.6%	6.5%
Bangladesh	47.3%	38.5%	11.0%	3.3%
China	70.3%	29.7%	0.0%	0.0%
India	36.1%	39.2%	13.4%	11.3%
Indonesia	69.7%	24.2%	5.1%	1.0%
Malaysia	27.8%	25.0%	22.2%	25.0%
Myanmar	41.5%	32.9%	18.3%	7.3%
Vietnam	48.0%	35.0%	12.0%	5.0%
Homeworkers	50.0%	29.3%	12.9%	7.8%
Workshop workers	44.8%	46.6%	6.9%	1.7%

CHART 5: REASONS FOR WORKING FROM HOME[19]



The number 1 reason for homeworkers to choose home-based work is to have more time to take care of their children.

4.2 CHILDREN'S INVOLVEMENT IN PARENTS' WORK

4.2.1 SCOPE OF CHILDREN'S INVOLVEMENT

Whether or not homework increases the risk of child labour, is an important question. 81% of homeworkers said their children are not involved in their parent's work, and 80,3% of interviewed children under 18 said the same. The remaining 19% that do help their parents often assisted in simple production processes that are not considered dangerous or hazardous, and thus can be considered as light work.[20] Only 15 out of 929 (1.6%) children of interviewed workers worked full-time alongside their parents. Although the majority of helping children did not work fulltime, many of them helped their parents for longer than might be considered appropriate according to international standards.

The above cited numbers make clear that we need to take a differentiated look at the extent to which children are involved in their parents work. According to the ILO, children under 12 years should not be involved in work at all, and the allowed age for light work (up to 14 hours per week) is 12 for developing countries and 13 for others[22], unless the national law sets the age higher. This is not in line with the reality amongst many of the homeworker households, as we have seen, and we need to take a close look at what type of involvement puts children most at risk. For us, this means that we support the implementation of international standards to protect children from harmful work, such as the ILO Convention 138 and 18, through a 'best interest of the child approach'. We follow a do-no-harm principle and advocate only for actions that do not expose the child to further harm or increase risks to their health or safety.

We identified 37 cases where children were regularly and significantly engaging in home-based work. 1.4% of them are out of school.

Homeworkers in urban areas are more likely to get help from their children on their artisan work than workers in rural settings (table 4).

Workers linked to the global supply chain report significantly less involvement of their children. We can assume that buyers communicate their zero tolerance policies to the agents and collation centres, and that these homeworkers are more likely to discourage their children from getting involved in their work. However, it might also mean there is a tendency to under-report the help they are receiving from their children. In Vietnam we have evidence of workers giving coached answers about their children's involvement in home work. We therefore

"My son is happy to help me with work because it means he gets extra pocket money. However, I only ask him to work in his spare time so that it doesn't interfere with his studies."

Pann*, a 37-year-old homeworker in Yangon, Myanmar, whose 14-year-old son occasionally helps with the family business."

suspect that the real rate of children helping their parents might be a bit higher. At the same time, all children we talked to in Vietnam did report regular school attendance and participation in after-school activities.

Chart 6 (page 17) describes the age, number and gender of children who help their parents. Significantly more girls help their parents than boys, which coincides with the fact that the majority of homeworkers are female, and that it is a cultural norm for girls to help mothers with household chores in most of the communities that our homeworkers are from. The results from children's interviews confirm their parents' answers that significantly more girls help their parents with work than boys. Only two boys (out of 10) said they help their parents.

The majority of children (60.2%) started to help their parents with work before the age of 12 (Chart 7), although the ILO convention prohibits any regular economic activity for this age group. Most of the children we interviewed said they started to help their parents when they were only 4-5 years old, although, according to parents' interviews, it was rare for children to start working so young.

Children spend an average of 3.2 hours per day supporting their parents. As seen in Chart 8, children aged 12-14 spend an average of 2.8 hours per day helping parents with artisan work. This is slightly above ILO Convention No. 138, which allows children aged 12-14 to do light work for no more than 14 hours per week, meaning no more than two hours of work per day[26]. The younger age group of under 12s also spent an average of 2.6 hours per day, even though regular light work for economic purposes is not allowed for them.

TABLE 4: INVOLVEMENT OF CHILDREN IN HOME WORK[21]

	Children of homeworkers under 18 supporting/helping with production
All	19.0%
Global Supply Chains	8.4%
Urban/Semi-urban	28.57%
Rural	16.16%
Children's interview	19.6%

	Children of homeworkers under 18 supporting/helping with production
Bangladesh	33.3%
China	41.7%
India	11.8%
Indonesia	13.2%
Malaysia	25.0%
Myanmar	25.6%
Vietnam	9.2%

CHART 6: AGE AND GENDER OF CHILDREN WHO HELP THEIR PARENTS WITH WORK[24]

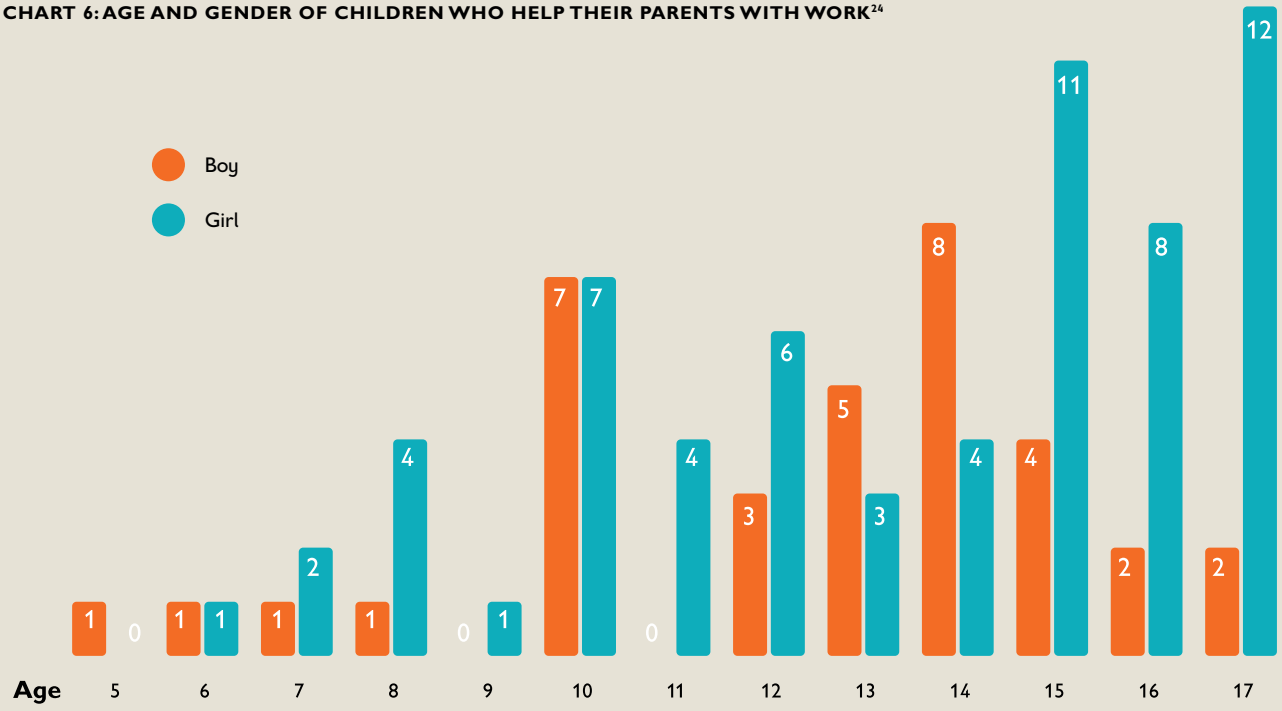
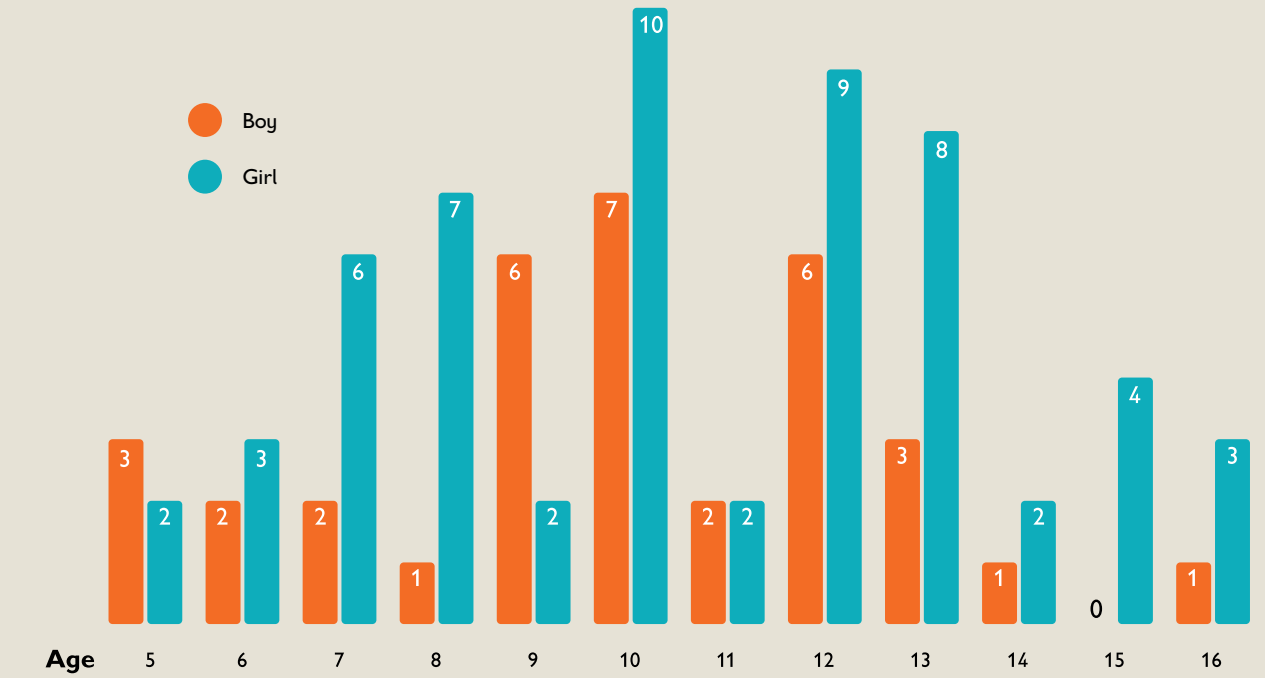


CHART 7: AGE WHEN CHILDREN STARTED TO HELP THEIR PARENTS (BASED ON PARENTS' INFORMATION) [25]

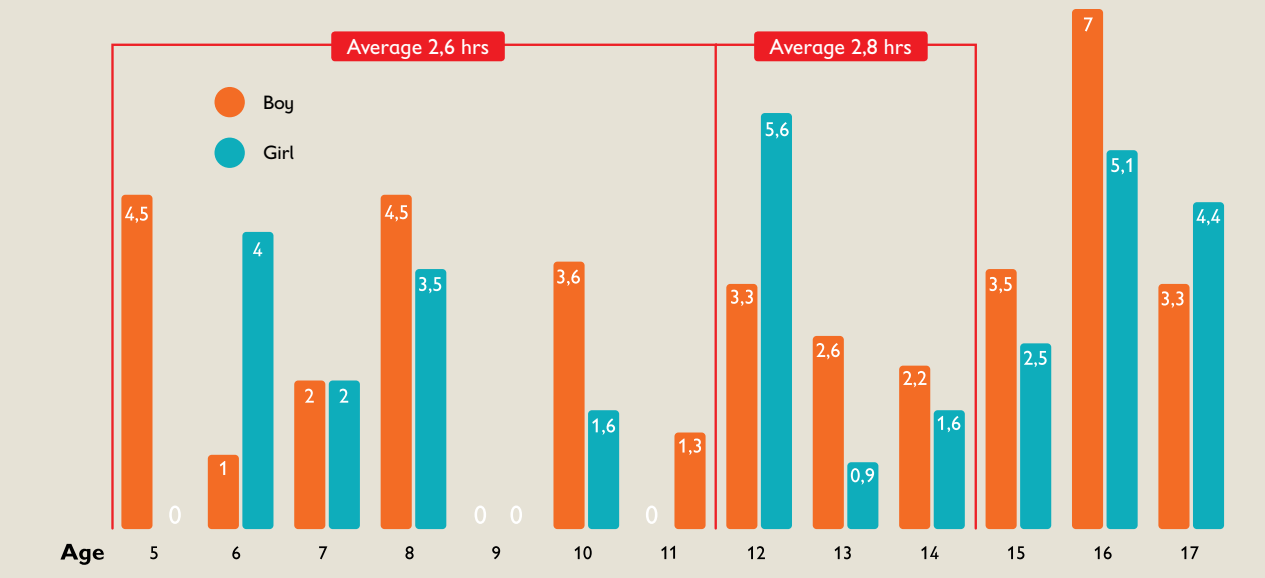


"My daughter started to help with sewing and weaving after she started going to middle school. She usually helps out after school and sometimes during breaks."

Putri*, a 36-year-old workshop owner from Semanu, Indonesia, who makes baskets and has a 15-year-old daughter.

60% of children who help their parents with home-based work started before they turned 12 years old.

CHART 8: AVERAGE HOURS CHILDREN SPEND PER DAY HELPING THE PARENTS WITH WORK [27]



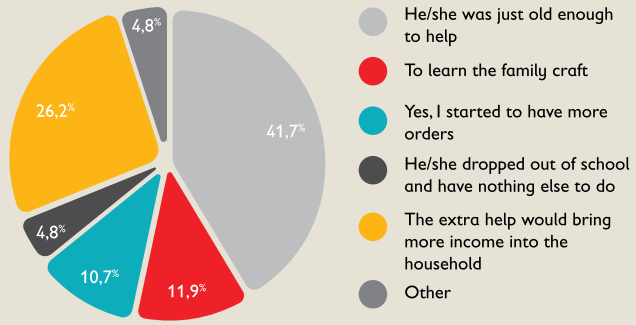
There are very few young children regularly spending 3-4 hours working each day, being at risk of compromising their healthy development, which is equally not compliant with national and international frameworks.

Only 15 out of 929 (1.6%) children of interviewed workers worked full-time alongside their parents. The interviews with the fulltime working children are discussed in detail under section 4.4.

While there is a high likelihood that the homeworkers' children engaging in parents' work fall outside the ILO recommendations considering their age and hours of work, we can also see that it is considered a natural involvement, both from the perspective of parents and of the children. We therefore suggest looking at the working hours issue with a child rights lens, and discuss in more detail how children's rights are impacted by growing up in a homeworker household. The question therefore should not be "how can we stop or reduce children's involvement so they comply to ILO standards", but rather "how can we ensure children's rights to education, care, play and protection" and that no harm is taking place.

Since over 60% of children started to support their parents before reaching the age of 12, we would want to know the reasons for so many children to engage in economic activities at such a young age. As indicated in Chart 9, when children under 12 are helping their parents with work, 41.7% parents actually do not have a specific reason for why they started to do so. It was merely an expectation for the children to help with this work, just like any other household chore. 70.9% of homeworkers[28] believe their children only regard this work as a household chore instead of a future trade/business. This view was echoed in our interviews with homeworkers' children, where all 10 of the children who help their parents said they thought it was "normal" that children help their parents. However, 26,2% of parents said they involved their children because it would bring extra income to the household. These children might be at greater risk of exploitation.

CHART9: REASON FOR CHILD/CHILDREN TO START HELPING PARENTS WITH WORK (IF CHILDREN ARE UNDER AGE 12)[29]



4.3 PARENTS' WORK AND IMPACT ON CHILD RIGHTS

Mothers' empowerment is long thought to have considerable impact on children's health and schooling. As homeworkers are predominantly women from low income communities who have limited opportunities for seeking other employment, one hypothesis we had on the positive impact of homework is that the financial independence of mothers might improve children's access to education as they not only have greater financial means to support their children's education and

> *"Weaving is a family craft so my children have been helping out since they were 4 or 5 years old. But it's only a household chore and they still go to school."*
>
> Priya*, a 27-year-old female bobbin maker and weaver based in Kotwa Village, India

CHART 10: PERCENTAGE OF CHILDREN IN SCHOOL[31]

Children who help their parents with work spend an average of 3.2 hours per day. For Children under 12 the average is 2.6 hours.

ensure their overall well-being, they also have more decision-making powers on family expenditures and invest more on their children. Our other hypothesis was that, as home-based work improves access to childcare and reduces possible neglect, it enables parents, especially mothers, to spend more time with their children, especially in poor communities where few alternative childcare options are available. As for the risks, since home-based production takes place in close proximity to children, we looked at the potential risks to children's health and safety directly or indirectly linked with their parents' work. Lastly, we also tested the third hypothesis: the impact of home-based work on breastfeeding length, as it provides the key building block for child survival, growth and healthy development.[30]

4.3.1 ACCESS TO EDUCATION

In order to test our hypothesis that homework can empower mothers to improve their children's access to education, we primarily looked at the school dropout rates of workers' children and compared them to the national average (secondary school enrolment rates). The study showed comparatively strong results for workers' children to access education. As shown in Chart 10, the likelihood of children still being in school is extremely high, even for the older children above 15 years old.

Table 5 describes school dropout rates of workers' children who are under the age of 15, the average age of dropouts when they left school, and the youngest age of drop-outs, and compares these groups with secondary school enrolment rates in their countries for reference. As shown, countries such as Bangladesh and Myanmar have significantly higher drop-out rates than others, coinciding with the fact that these two countries have some of the lowest incomes of the studied countries. However, even for the lowest income groups, the overall high percentage of school enrolment rates are particularly impressive, given that the national secondary school enrolment rate is 67.2% in Bangladesh and 64.1% in Myanmar.[32] This result supports the hypothesis that empowering mothers through home-based work might have increased children's access to education.

The drive for families to value education and to keep their children in school as long as possible is also seen in the expectations of the homeworker parents on the level of schooling their children should reach.

A majority of parents expect their children to complete higher education (61%). Given that these are mostly low-income families and the workers themselves have relatively low education levels, this highlights the great hopes parents have for their children's future (Chart 11).

The overall school drop-out rate of homeworkers' children under 15 is 7.3%, significantly lower than national school drop-out rates.

TABLE 5: SCHOOL DROPOUT RATE OF WORKERS' CHILDREN UNDER THE AGE OF 15 (ABOVE 5)[33]

	Dropout rate for under 15	National secondary school enrolment rate[34]	Average age when dropped out of school	Youngest age when left school
All	9.4%		11.9	6
Bangladesh	16.9%	67.2%	11.6	7
China	0.0%	95%	.	.
India	1.7%	75%	11.5	10
Indonesia	2.9%	88%	12.0	12
Malaysia	6.1%	86.2%	11.3	11
Myanmar	20.3%	64.1%	11.8	6
Vietnam	0.0%	92%[35]	16.0	.

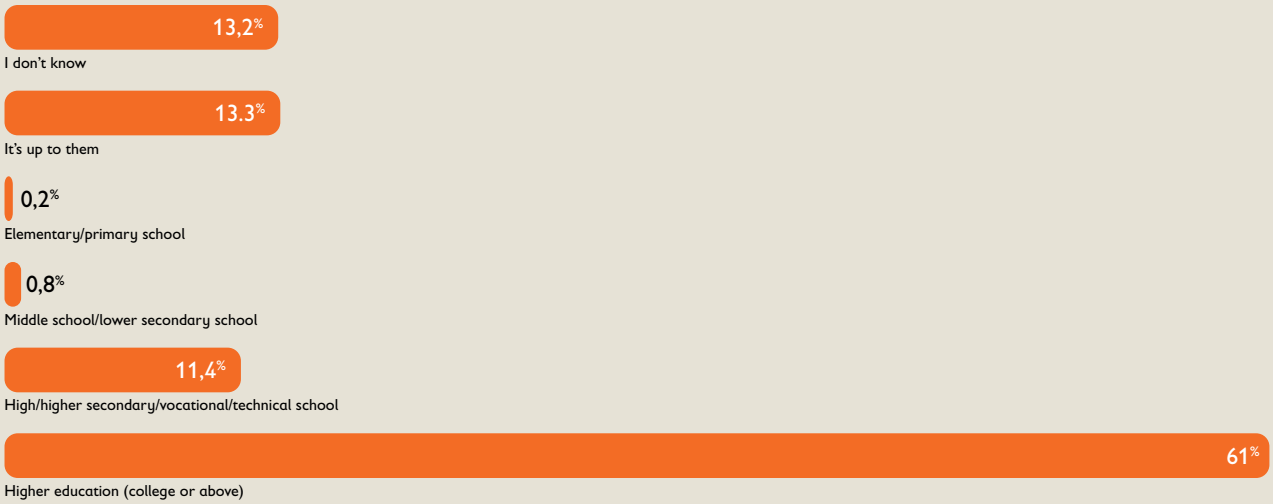
TABLE 6 PERCENTAGE OF WORKERS' CHILDREN STILL IN SCHOOL BY WORK INVOLVEMENT

	Children not helping parents (766)	Children helping parents occasionally (101)	Working children (37)
6- 12 years old	95.4% (249)	96.6% (28)	50% (1/2)
12-14 years old	97.4% (149)	96.2% (25)	100% (8/8)
15-17 years old	94.4% (135)	90.6% (29)	33.3% (9/27)

"Sometimes my daughters help me with bobbin spinning, but I strongly encourage them to focus on their studies. We don't expect the children to take over the craft and we don't rely on their support for extra income. We work hard to make sure they won't face the same economic struggles as us."

Priyanka*, a 38-year-old mother of five from Bhagalpur, India. Her children are aged 20, 18, 16, 13 and 7. She works from home as a weaver.

CHART 11: HIGHEST LEVEL OF EDUCATION PARENTS EXPECT THEIR CHILDREN TO COMPLETE[36]



Interestingly, when comparing children who help their parents occasionally with those who do not help by age group, we could not find a statistical difference in terms of school attendance. As Table 6 (previous page) shows, this is particularly true for smaller children.

However, when we look at the group of children we classified as 'working children', because of their systematic and regular involvement in work, we can see that overall a greater number of those children are out of school (51.4%), although the picture is not linear given that the 8 working children between 12-14 are all still in school.

There is also a tendency among adolescent children who are working regularly and longer hours to drop out of school. Hitherto, as we will show, while longer working hours are linked to dropping out of school, the actual root cause is more likely to be found in the economic situation of the family, which drives the children to take up work in the first place (see Chapter 4.4).

4.3.2 CHILDREN'S INVOLVEMENT IN HOMEWORK AND THEIR RIGHT TO PLAY

Right to play is a fundamental right of children and crucial to their healthy development. This is of special importance for younger age groups. The case of Htun* in Myanmar is a good example of a child from a low-income family helping his/her parents with work to improve the family's well-being and increasing his/her chances of staying in school longer with the help of a tutor that the family can afford with the income generated by homework. And while he has a very busy schedule for his age, he still gets some time to play and spend time with his friends.

Children who work for 2 hours/day seem to have sufficient time for playing and leisure.

Htun is a 14-year-old boy who helps his mother with her home business. His father works in construction and his mother operates a business from her home, getting raw slippers from the local shoe brand and decorating them with self-made lace and sequins. He has one younger sister who is 3 years old. He is in Grade 8 and sometimes helps his mother make the lace when he's off school. On school days Htun*usually wakes up at 6 am and helps his mother with lace-making for about an hour. He has to use a scissor for cutting the slipper lace but has never injured himself and doesn't think it's dangerous. Once he finishes helping his mother, he goes to school from 8am to 3pm. His school is not far from his home and can go there by foot. When he comes home, he studies with a tutor until 5pm and after that he meets his friends and usually plays football with his friends. From 7-8pm he usually helps his mother again and he happily does so because the work is easy and he gets extra pocket money. He's been helping his mother since Grade 5 and has been doing well at school according to his mother. His dream is to become an engineer and to support his family."*

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TABLE 7: AGE AND HOURS FOR CHILDREN WHO HELP THEIR PARENTS (FROM CHILDREN'S INTERVIEWS, NOT INCLUDING WORKING CHILDREN)[37]

Age	Time spent on work per day	Free time per day
Average for all ages	1.6 h	3.9 h
10 years old	1.3 h	3.7 h
13 years old	2 h	3 h
14 years old	2 h	7 h
15 years old	1.75 h	3 h
16 years old	1 h	6 h

Although our interview sample with children is small and therefore the evidence is anecdotal, combined with the results from our interviews with workers and children, we can see that children who were spending no more than two hours on work daily have generally 3 or more hours of free time (Table 7), which seems to be a good amount to find time to play and relax.

The majority of homeworkers feel they have sufficient time to look after their children, which is not the case for factory workers.

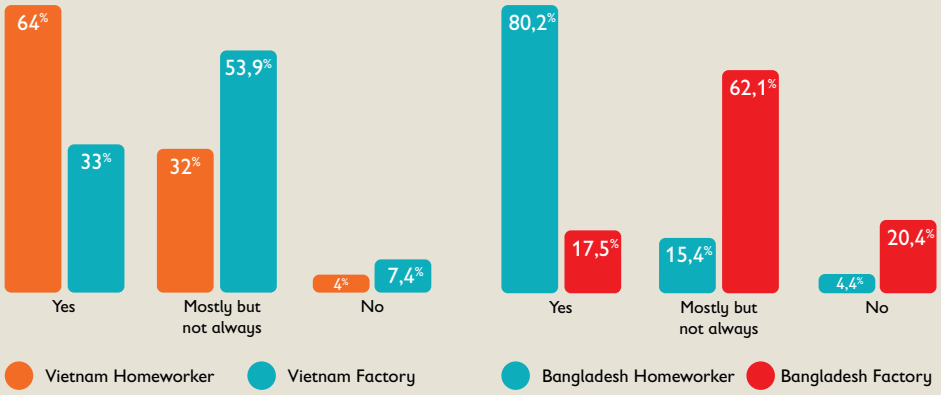
As we will see in Chapter 4.4, the situation looks very different for working children who regularly work a significant amount of hours or even full time.

4.3.3 CHILDCARE

By comparing the childcare situation of homeworkers with workshop workers and linking these findings with data we have available from studies with factory workers CCR CSR has conducted in the last few years[38], it seems that homeworkers' children are less likely to be neglected and exposed to child protection risks as parents, especially mothers, spend more time with their children, especially in poor communities where few alternative childcare options are available.

First, to look at the childcare issue from the parents' perspective, Chart 12 shows that most workers (62.6%) in the study believe that their working hours allow them to care for their children. For the rest, a little less than a third (30.3%) think it mostly allows enough time, and few (7.2%) think it doesn't. Not surprisingly, this assessment is directly linked to the number of hours homeworkers worked: the shorter the hours the more likely parents are to report having enough time to care for their children.[39]

CHART 12: SUFFICIENT TIME FOR CHILDCARE[40]

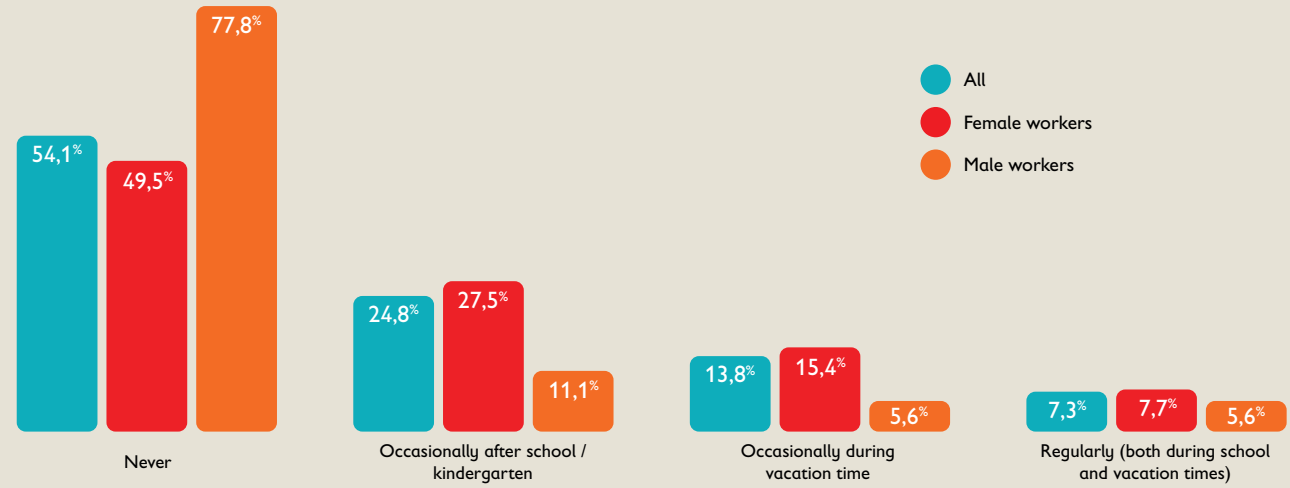


One observation that stands out is that a large portion of workers in Bangladesh (80.2%) generally think their working hours allow them to spend enough time with their children – a very positive feedback considering the poor conditions of neighbourhoods where most urban homeworkers are located, and the many child protection risks in these communities.

TABLE 8: CHILDREN WITHOUT ADULT SUPERVISION

How often are children left without the supervision of parents?	Almost every day when I'm at work	A few times per week	Once a week or less	Never
For parents with children under the age of 14[42]				
All	9.4%	7.2%	17.8%	65.6%
Homeworkers	6.8%	6.8%	18.7%	67.7%
Workshop workers	18.1%	8.5%	14.9%	58.5%
For parents with children under the age of 6[43]				
All	9.4%	5.6%	12.2%	72.8%
Homeworkers	6.9%	6.9%	10.3%	76.0%
Workshop workers	20.6%	0.0%	20.6%	58.8%

CHART 13: FREQUENCY OF CHILDREN VISITING THE PARENTS' WORKSHOP (FOR WORKSHOP WORKERS) [45]



This result is particularly interesting if we put it in the context of some of the results we have received in earlier studies from factory workers in Bangladesh and Vietnam (Chart 12). In all two countries, factory workers have significantly less time to care for their children than the ones in our study. The contrast is exceptionally stark in Bangladesh where only 17.5% of factory workers thought they very much had enough time to care for their children, compared to 80.2% of workers in our study (Chart 12). In China, where only 5.4 % of workers in this study said they don't have enough time for children (see Table A42 in Appendix 3), 42% of migrant factory workers who lived with their children cited not having enough time for their children as one of their biggest challenges.[41]

We found that very few workers utilise any sort of day-care (or school centre) option as their backup when they must spend time away from their children (2.2%), and instead, mostly rely on their family for childcare. When that option is not available, the children are left at home unattended (12.7%).

Also, very few parents with younger children, such as children aged under 6, leave their children unattended (1.8%). However, it is clear from the comparison that homeworkers' children are much less likely to be left unattended (10.5%) than workshop workers' children (20.2%), which might indicate that even though some homeworkers might have to regularly tend to their farm or run other family businesses, the time they spend being away from their children is significantly shorter than workshop workers who might have to be away for work for at least eight hours and leave their children unattended when there is no other care option available. This is indeed in line with the finding we have from factory workers in China, where 23.9% of parents who live with their children said that they regularly leave their children at home unattended.[41]

Given our data as shown in Table 8 (see previous page), we can conclude that the homeworker setting enables the majority of families to avoid leaving their children unattended.

The fact that a community day-care option is almost non-existent in all countries participating in the study, might constitute a greater risk for workshop workers who, in addition to leaving their children without adult supervision, might decide to bring them to work when alternative care options are not available. This is the phenomena that we have observed in many factories, especially the smaller and less regulated ones. Close to half (45.9%) of workshop workers reported bringing their children to work at least occasionally (Chart 13), confirming our hypothesis that it is significantly more common for workers to bring their children with them to small and informal workshops that seldom host any compliance audits. This number is significantly higher among female workers[44] who are the primary caretakers of children.

An interesting finding is that, in contrast to the factory situation where workers normally bring their children to the workplace only when there is absolutely no other solution, many of the respondents in this study (34.7%) said they had no specific reason for bringing them, and 18.4% believe the children are safer by their sides than at home.

Even though the number of observations is not enough to make a solid conclusion, we can see that small workshops might lack awareness about the risks of bringing children to the work space.

Children of home-based workers are less likely to be left unattended than children of workshop and factory workers.

4.3.4 CHILDREN'S HEALTH AND SAFETY

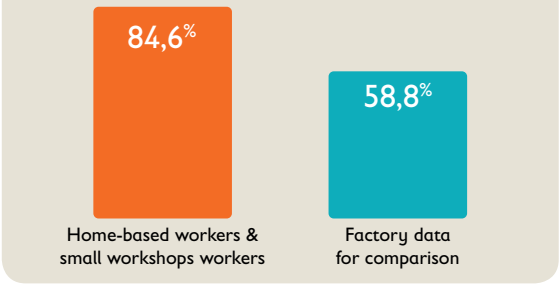
As the home-based production is in close proximity to children, it was important for us to understand the level of risks children are exposed to because of their parents' work and their involvement in parents' work. What we found was that children sustaining injuries as a result of parents' work has a very low probability, with only one report of a more serious injury that required a visit to the hospital and only 2% reporting minor injuries (11 cases). The probability of such injuries is even lower[46] among the children of workers connected with global supply chains.

The health issues that parents say their children displayed in the past one month are not directly linked to parents' work, but appear to be the symptoms of poor nutrition and water and sanitation, such as headaches and upset stomachs.

The parents almost unanimously believe that their work is extremely low risk in terms of injuries for their children, and have no particular impact on their children (90.9%). However, more consider the impact on children's safety and health as negative (7.7%) than positive (1.4%).

All of this said, it is important to note that home-based work often takes place in difficult environments, and this is particularly true for those in urban settings where, as our data confirms, homeworkers' children are exposed to a high range of safety and health challenges (see also Chapter 5).

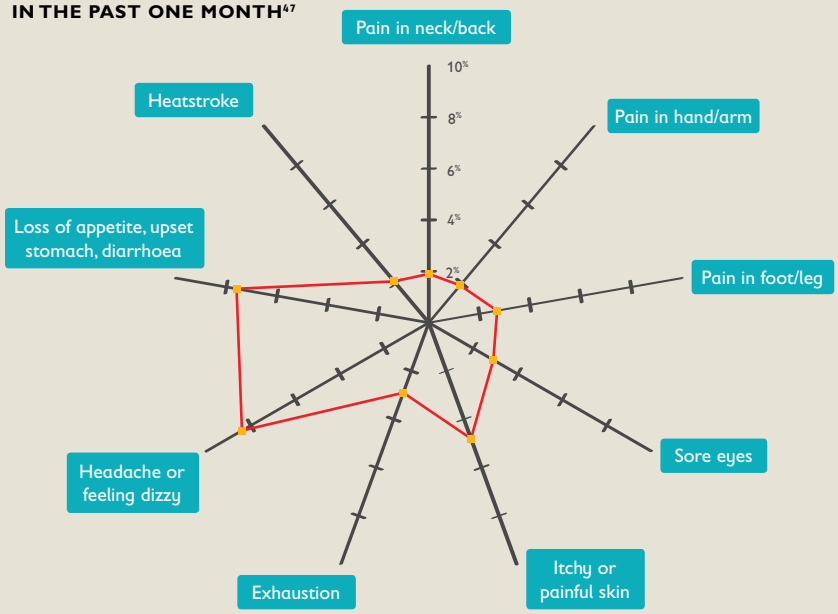
CHART 15: % OF WOMEN WITH CHILDREN UNDER 2 CURRENTLY BREASTFEEDING (BANGLADESH)[49]



Breastfeeding coverage and length are significantly greater for homeworkers than factory workers.

> *"It was my choice to start working from home. It enables me to feed my boy and take better care of him, which is something I couldn't have done had I found work in a factory."*
>
> Farzana*, a 19-year-old mother of a 1.5-year-old boy working from home embellishing clothes and shoes in Dhaka, Bangladesh.

CHART 14: PERCENTAGE OF CHILDREN EXPERIENCING HEALTH CONDITIONS IN THE PAST ONE MONTH[47]



4.3.5 BREASTFEEDING

Breastfeeding is a key building block for child survival, growth and healthy development, even more so in communities where access to clean drinking water is sparse. WHO recommends breastfeeding for up to 2 years, with 6 months of exclusive breastfeeding.[48]

11% of adult women who participated in the study were still breastfeeding their children. 61.1% of women who had children aged 2 years or younger were still breastfeeding, and 74.3% of the ones with children aged 1 year or younger were still breastfeeding. Bangladesh, while being the lowest income country with possibly the highest risk factors for child protection, has the highest breastfeeding coverage (84.6%). Factory workers in Bangladesh who have children aged under 2 have a significantly lower coverage of breastfeeding than workers in our study (Chart 15).

My name is Chodren and I'm 13 years old. I'm in 8th Grade. My parents are divorced and I live with my mother. My mother sells chewing betel at the market. I have two sisters who are 12 and 7 years old; both are in school. My brother is 3 years old and at home. We all are in good health. We suffered a lot financially when my parents got divorced. My mother wants me to drop out of school and help her with the house work. But I want to continue my studies so I promised her I would do both.*

Our neighbour who has a business making slipper laces gave me a chance to work for her. I started to work when I was in 5th grade. During the week, I wake up early in the morning and help mother open her shop. After that, I come back home and do house work. I go to school at 8 am until 3 pm in the afternoon, and when I get back from school, I take care of my brother and sisters. At 5 pm, I start my work at my neighbour's home until 10 pm at night. On weekends, I start to work at 8 am until 10 pm. I take two breaks: 12 to 1:30 pm and 4 pm to 5 pm.

I get paid based on how much I do. On a weekday I get about 500 KS (5 USD), and on weekends I earn round 1700KS (17 USD). Now that I'm in a higher grade, I need to focus on my studies more. But I have no time for studying when I come back from school and I have no time to play either. I give money to my mother for food and my neighbour auntie (who employs me) saves the rest for my education. My dream is to become an engineer and I would like to fully support my family someday.

When we asked women who are not currently breastfeeding how long they breastfed their youngest child, we learned that the average was close to 1.5 years (17.8 months). We also observed a significant difference between homeworkers and workshop workers[50]: homeworkers in general breastfed 4 months longer than workshop workers. Again, we see that the average length of breastfeeding in Bangladesh is among the highest of all countries. When we compare this result with factory workers in Bangladesh, we see that factory workers breastfed their children for a much shorter length of time on average (9.9 months) than the workers in our study (19.3 months).

From the survey with factory workers in Vietnam, we know that only about 20% of workers breastfed their children for longer than a year and 41.4% breastfed for less than six months, echoing the results from Bangladesh that factory workers generally breastfed for significantly shorter durations than homeworkers.

The breastfeeding length is directly linked to whether or not the homeworkers stopped working for some time after giving birth. As we can see in Chart 17, homeworkers breastfeed an average of 2 months longer if they do take a break from work.

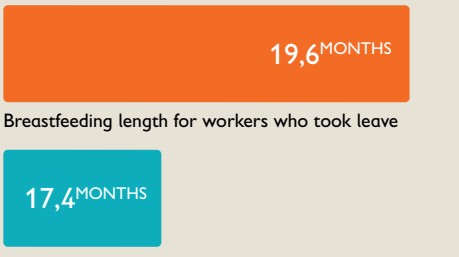
Home-based workers are significantly more likely to stop working after giving birth (average 14.2 months) to take time off to breastfeed their children than workshop workers[53]. In contrast with this, urban homeworkers are less likely to take a break from work for breastfeeding.

4.4 WORKING CHILDREN AND CHILD LABOURERS

In this section, we will introduce the situation of working children. Working children are not an official category in international frameworks, but we were interested in the well-being of children whose life work plays an important part. We will focus on the general conditions of working children by comparing them to those of adult workers, and aim to understand the possible risks due to their young age and the opportunities that could be cre¬ated to better support them. We will focus particularly on areas where conditions for

CHART 16: BREASTFEEDING LENGTH (BANGLADESH)[51]

CHART 17: BREASTFEEDING LENGTH AND LEAVE FROM WORK[52]



working children differ significantly from those of adult workers.

We defined working children along the following criteria: the workers were under the age of 18 AND:

- out of school and working either full-time or part-time at home or elsewhere OR
- still in school but working either full-time or part-time at a home-based enterprise or a small workshop (either with income or without income as an apprentice) OR
- still in school and helping a homeworker parent regularly in such a way that it contributes significantly to the family household income.

We interviewed 37 working children aged between 10 and 17 years from Bangladesh, Myanmar and Vietnam (see also Table A1 in the Appendix). We would like the reader to pay caution to the fact that the group of working children includes cases of legally working children and cases that fall under the category of child labour either because of the young age of involvement or because the working hours are inappropriate for their age. Some of the working children have reached the legal working age[54] (14 in Bangladesh and Myanmar, 15 in Vietnam) and their work only qualifies as child labour if the working hours go beyond the legal limits of 8 hours per day and/or if they are engaged in hazardous work. For working children below the legal working age, their situation does in many cases qualify as child labour according to ILO Convention No. 138, as the under 12 year-olds should not work at all, and many of the children above 12 but under 14 or 15 work more than the 14 hours a week and as such their involvement does not qualify as light work anymore.

"I don´t get any salary by the business owners. They say that I still have to learn and once I am a professional in this work, they want to give me a part of the business. I want to keep working here, I get meals and a place to stay. I am fine with this job and don´t have any other wish for the future."

Aung*, 17-year-old male worker from Myanmar, who has been working in the same family-run business for 4 years without pay.

Nearly 1/3 of working children started working before turning 12. The risks of child labour come from either their young age or the long working hours for others.

Most of the children work in home-based settings, either at their own homes or someone's else's home-run business. We only interviewed one young worker who is working at a workshop. 51,4% of working children had already left school, the other working children were still in school and working part-time.

"I started working here when I was 13 years old. I was still going to school until I was 16 but dropped out last year. My parents are friends of the business owners and we live close by. I now live here and work about 9 hours a day, in busy times even 13 hours."

Aung*, 17-year-old male worker from Myanmar

4.4.1 SITUATION OF WORKING CHILDREN

In the three countries where we interviewed working children – Bangladesh, Myanmar and Vietnam – the minimum legal age for employment as well as the age of light work are all different[55]. Additionally, Bangladesh and Myanmar have not ratified ILO's convention No. 138 on minimum age for work and incidentally are known to have high risks of child labour cases. All the cases that we believed could be labelled as child labour cases were from Bangladesh and Myanmar.

10 of the interviewed working children were under the age of 15 (27%), and 8 of them were between 12-14 years old (21,6%), and would only be allowed to do light work for less than 14 hours per week according to ILO standards. Two children were under the age of 12, meaning they should not engage in economic activities at all. We conclude that all children under 14 in this group can be labelled child labourers: Given that in many cases the work of these children goes beyond the recommended number of hours, combined with the fact that children's significant involvement in the produc¬tion process contributes to the production goals, most work cannot in fact be labelled' light work'.

As we see in Table 10, 29.8% working children started to work before they reached the age of 12, which would be classified as child labour under ILO standards. We don't know if the children's involvement in their parents' work was systematic and regular from the beginning and how many hours they started with.

TABLE 10: AGE WORKING CHILDREN STARTED TO WORK[56]

Age	All
Under 12 years old	29.8%
12-14 years old	37.8%
15-17 years old	32.4%

TABLE 11: DAILY AVERAGE WORKING HOURS OF WORKING CHILDREN[58]

	In School	Out of School
Under 12 years old	2 hrs	11 hrs
12-14 years old	4.2 hrs	.
15-17 years old	3.7 hrs	7.1 hrs

As our sample size on working children is limited, we will not dwell much on the scale of child labour cases, but instead, look at where the risks for the children might be. We could see the difference in such risks among more transparent workers producing for global supply chains and the more hidden ones.

None of the working children in our sample producing for global supply chains worked before they reached the minimum legal age for work in the country. Quite remarkably none of the working children we interviewed engaged in work that is extremely hazardous and dangerous in nature. So, the risks of child labour come from either their young age or the long working hours for others.

As displayed in Table 11, naturally, working children who are no longer in school worked significantly longer than those who are. However, the number of observations in each group is very small – only two for those under the age of 12, and there is a great variance of work hours for both workers who are still in school and those who are out of school. Therefore, the average daily hours are not the best way to discover risks. We are observing cases of children under 12 working regularly up to 11 hours per day when they were not supposed to engage in economic activities at all; and some between age 12-14 working regularly for more than 8 hours per day, even though it is not recommended for them to work for more than 14 hours a week. For young workers aged 15-17, international and national laws have more stringent regulations related to working hours than adults, and they are generally recommended to work no more than 8 hours a day (and 40 hours per week)[57]. However, about 30% of the interviewed working children regularly work more than 8 hours daily, and in some cases, 10-11 hours per day.

Note that none of the working children we interviewed in Bangladesh and Myanmar are confirmed to be producing for global supply chains. In addition to the cases of long working hours that are inappropriate for their age, we also found cases of working children being paid very little or nothing at all because they were regarded as apprentices. Usually, these are home-run businesses (not children's homes), which are even less regulated than small workshops. It flags the risk of forced labour in the unregulated informal sector, emphasising the need for children in working age to find decent employment opportunities that comply with special laws and regulations on working hours and protection for young workers.

We also observed cases in Myanmar, as showcased in the following two synopses, that indicated that the risks of dropping out of school and being exploited are much higher when children leave home to work in an informal setting, irrespective of age. Even though the evidence is anecdotal, they are more likely to be exploited with lower pay and longer working hours, as can be seen in the case studies of Chodren* (boy from Myanmar), Aung*, Nila*, Ko Min Min*, Ma Phyu* and Ma Thandar* outlined below. As a result, we have strong reason to believe that children working in any informal work setting apart from their own homes are at much greater risk of exploitation.

Working children are at greater risk to leave school because of their family's economic dependence on their income.

4.4.2 WORKING CHILDREN AND IMPACT ON HEALTH & SAFETY

In this section, we draw attention to the context that a positive impact can be amplified and a negative impact can be mitigated.

When we looked at the work-related injuries working children experienced, we found that 16.2% experienced minor injuries that did not require a visit to the doctor and 8.1% experienced bigger injuries. The percentage of working children experiencing work-related injuries is higher than their adult counterparts, so working children, who are mostly from very informal work settings with no international standards are more vulnerable to health and safety risks even when their work is not hazardous or dangerous.

> *"Doing this work is very tiring. The light in our bedroom is very bad and my eyes hurt. I also have back and shoulder pain."*
>
> Bibha*, a 15-year-old female worker from Bangladesh.

TABLE 12: IS FAMILY DEPENDENT ON CHILDREN'S INCOME?[59]

	Yes, mostly	Yes, partly	No, can get by without
All	5.4%	46.0%	48.7%
In school	0.0%	22.2%	77.8%
Out of school	10.5%	68.4%	21.1%

Long working hours take significant toll on the health of working children and they are more vulnerable to health and safety risks.

More than a third (36.4%) of working children at least sometimes feel pain and discomfort in their body at the end of the day. Similar to the older workers, which we discuss in section 1.4 in Appendix 1, they experience health issues that result from working long hours, such as pain in the back, legs and hands etc.

4.4.3 WORKING CHILDREN AND ACCESS TO EDUCATION

As mentioned above, our sample does not exclude working children who are still in school and working part-time. Close to half (48.7%) of working children in the study are still in school. For the 51.4% of working children who were no longer in school, 2/3 only completed primary education or less.

The impact of work on children's access to education can be two-sided: on the one hand, some children in higher grades started to work part-time in order to support their own education when their families struggled to afford it. In some cases, this seems to be the case for Bushra*, her involvement in home work might be the factor that allows her to continue studying.

On the other hand, when the family relied more on the children's income, their offspring had to work longer hours and had to juggle a significant workload with school work, which naturally led to a higher risk of leaving school early. To support this point, when we compare how much families are dependent on children's income between those in school and those who are not, we can see that the families of working children who are still studying are much less likely to rely on their income than the out-of-school ones.

"I work about 2 hours every day and it´s ok for me to do this job. I am happy that I can keep following my education because one day I want to be a journalist." Bushra*, 15-year-old female worker from Bangladesh

TABLE 13: DAILY WORKING HOURS FOR WORKING CHILDREN WHO ARE IN SCHOOL[60]

Age groups	%	Average time spent on work per day	Average time spent in school & for assignments	Free time
Under 12 years old	5.6%	2 hrs	4 hrs	.
12-14 years old	44.4%	4.2 hrs	8.5 hrs	2 hrs
15-17 years old	50.0%	3.7 hrs	8.2 hrs	2.6 hrs

"Me and my youngest daughter work about 2 hours a day to contribute to our family income, but I would never take her out of school. I want all of my children to be independent and get the education that I have never been able to receive."

Samiana*, a 35-year-old mother of 3 from Bangladesh. Her daughter Bushra*, 15 years old, works part-time from home doing ornamental stitching, dress decoration and flower chains.

A relevant issue worth to mention is that in the single-mother families where the father died/left or in families where the father did odd jobs, significantly more working children are out of school, hinting to the working children's need to contribute to the family's income from a young age. In fact, when we look at the reasons for working children to leave school, the number one reason is that the family needed more income (Chart 18).

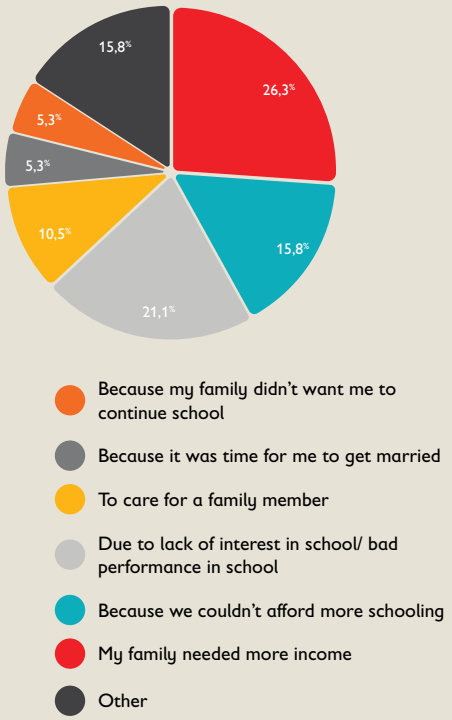
Regarding play being crucial for children's healthy development, the right to it is hurt for the working children who are in school: Most of them spend over 8 hours in school and on school assignments. If this is combined with the 2+ hours they spend on homework, it leaves very little time for play and engaging in extracurricular activities. Although in some countries children aged 15-17 can legally work for up to 42 hours per week, it is not recommended for any school going children to spend more than 10 hours per day on work and school combined: Preventing children from having time for themselves to relax and play can have a significant negative impact on their physical and mental health.

Aung is 17 years old and works at a home-based workshop that produces hand-made slippers for the local market in Myanmar. He lives there with his employer's family and three other workers who are older than him. This is what his employer says about the business:*
"My husband started this shoe slipper business about 23 years ago. The slippers are handmade by ourselves and we sell them to markets in Yangon. We usually work about 9 hours a day, in busy times also about 13 hours a day. We currently employ 4 people working here with us from home."
The employer has a 20 years old son who is in a university on his way to become an IT expert:
"I have a diploma in IT and now study geography. I have been helping my parents with their home-run shoe business but I don´t enjoy this work. I find it very tiring and monotonous. My parents would love me to take over the business since it`s going well but I am not interested. I would like to complete my university degree and then look for an IT job in a big company."

Aung, on the other hand, has a very different reality and future waiting for him:"I started working here when I was 13 years old. I was still going to school until I was 16 but dropped it last year. My parents are friends of the business owners and we live close by. I now live here and work about 9 hours a day, in busy times even 13 hours."*

"I don´t get any salary by the business owners. They say that I still have to learn and once I am a professional in this work they want to give me a part of the business. I want to keep working here, I get meals and a place to stay provided. I am fine with this job and don´t have any other wish for the future."

CHART 18: WHAT IS THE MAIN REASON YOU LEFT SCHOOL?[59]



Nila is from Myanmar. She lives together with her husband, 44, and daughter, 2 years. They run a home-based business baking cakes and packaging dry noodles which are sold in local markets. They currently employ 6 workers who also live with them: 4 boys and 2 girls. 4 of their workers are under 18 and work around 10-12 hours every day baking cakes and packaging dry noodles.*

Ko Min Min, 14-year-old boy, is one of their working children:*
"I started working here about 3 months ago. I don´t go to school anymore, but my mother wants me to continue my education. I am not interested to return to school. I now work here, about 10-12 hours a day. We bake cakes which are sold at the local markets. The income is fine for me and I don´t find this work too tiring. I am from a village nearby and support my family with this income."

Ma Phyu and Ma Thandar* are both 15-year-old girls who have been working here for three years:*
"We dropped out of school at the age of 10 and have been working here since we were 12. We do lighter work than the boys, for example packaging dry noodles in little plastic bags. We work about 10 hours a day and support our families who live in a village nearby with our income. We all live together here and share a room upstairs in the house. It´s ok for us to do this work and we don`t find it too tiring."

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5 Working Conditions of Homeworkers and Impact on their Children

In this chapter, we will describe the working conditions of both homeworkers and workshop workers in our study, and compare general conditions; health & safety risks; economic situations of homeworker communities between countries; rural-urban/semi-urban areas; work settings such as home-based and small workshops; industries such as handicraft, textile and others when applicable, and we will discuss what these conditions mean for their children. Additionally, we also look at how those conditions might be different for workers benefiting from compliance programmes for homeworkers. While the conditions described here are not necessarily representative of all homeworkers in the respective countries, they provide a valuable insight into the homeworker communities and the possible differences depending on their locations.

5.1 INCOME AND SPENDING

Families' income status is a factor that is closely linked with children's access to basic services such as education and health. In Chapter 4, we talked about how, on the one hand, empowering mothers financially could be a reason for homeworkers' children to stay in school longer, while on the other hand, when families rely more on children to bring in additional income, it is a main contributor to children leaving school early and engaging in longer hours than is appropriate for their age. We also saw clear links with family's spending power and the length of breastfeeding. It is not the purpose of the study to determine whether or not homeworkers or small workshop workers are being paid properly, but instead, we would like to provide contextual information on the financial wellbeing of workers in different countries/communities and how it is linked with their income as well as their spending power, especially on expenditures for their children.

Apart from a small minority, almost all homeworkers (94.4%) were piece-rate workers. Fewer workshop workers were paid by piece-rate but still accounted for a significant proportion (83.5%). Workers' wages were therefore very dependent on the volume or order and how much and how fast they worked.

Table 14 displays the average monthly income workers earn from their artisan work in US Dollars. By comparing the wages of workers in each country with the median per capita income, we can see that the wages reflect the income levels in the country[61]. Additionally, when average household income per capita of workers in our study are significantly lower than the median per capita income in most countries, we can conclude that these workers belong to the low-income families. When comparing workers' wages with average monthly salaries of factory workers from our project locations in China, Myanmar, Bangladesh and Vietnam, we can see that workers in our study earned significantly less. As in most locations except Vietnam, workers' wages account for about half or more of their household income, indicating that family's significantly rely on the money made from home-based work. This would mean that the homeworkers and small workshop workers in most of these countries are poorer than the factory workers.

In order to understand the impact of the economic situation on children, we took a close look at the spending power that the families have. We know that if families struggle to pay for basic expenses, children are at higher risk of leaving school early and joining the workforce at a young age.

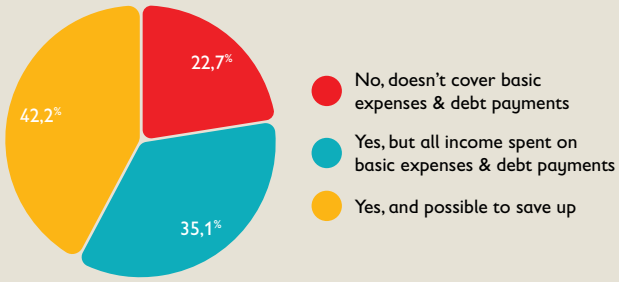
TABLE 14: AVERAGE MONTHLY WAGES FROM HOMEWORK[62]

	Average monthly wages from the homework USD	Wages as % of household income	Average household income per capita of studied workers in USD	Median per capita income in the country (reference) USD[63]	Factory workers' average monthly salary USD[64]
All	102.9	45.4%			
Bangladesh	65.9	48.3%	37.2	47	90
China	395.9	56.0%	214	149	
India	56.5	56.1%	25	51	
Indonesia	45.6	61.0%	22.2	45	
Malaysia	133.5	40.9%	73.3	189	
Myanmar	109.5	49.0%	57.1	.	320
Vietnam	108.5	27.5%	105.5	94	245

Also, as most of the children are not covered by any insurance, families might have to neglect children's need for healthcare at additional costs. We found that 42.2% of worker families can cover their basic expenses and 35.1% can even save up. That leaves 22.7% families not able to cover basic expenses such as food, healthcare, education and rent. This means a significant portion of families are struggling to survive, which puts their children at high risk of being denied basic services and being forced to leave school early.

Table 15 shows that families spend more on children's education than on food. On the one hand, this indicates that families are investing a great deal in their children's education, while on the other hand, it also signals the high education costs in certain countries that can be a major source of financial pressure for families. Spending on food is an indicator for families' financial status: the poorer the family is, the higher the proportion of income is spent on food, with the exception of self-sustaining farmers.

CHART 19: DOES FAMILY INCOME COVER BASIC LIVING EXPENSES?[65]



Regardless of how many hours they work per day, an overwhelming majority (87.6%) have the flexibility to work as much as they want, while a small portion (9.6%) can arrange their work depending on the volume of orders they get.

5.2 WORK HOURS

On average, homeworkers worked about seven hours per day, one hour less than workshop workers (8 hours on average). This is significantly less than most factory workers, who in nearly all countries, work an average of 9 to 10 hours per day[67]. In addition, work hours are more flexible for homeworkers and the orders they receive fluctuate for most of them; their daily work hours have much greater variance than factory workers as a result.

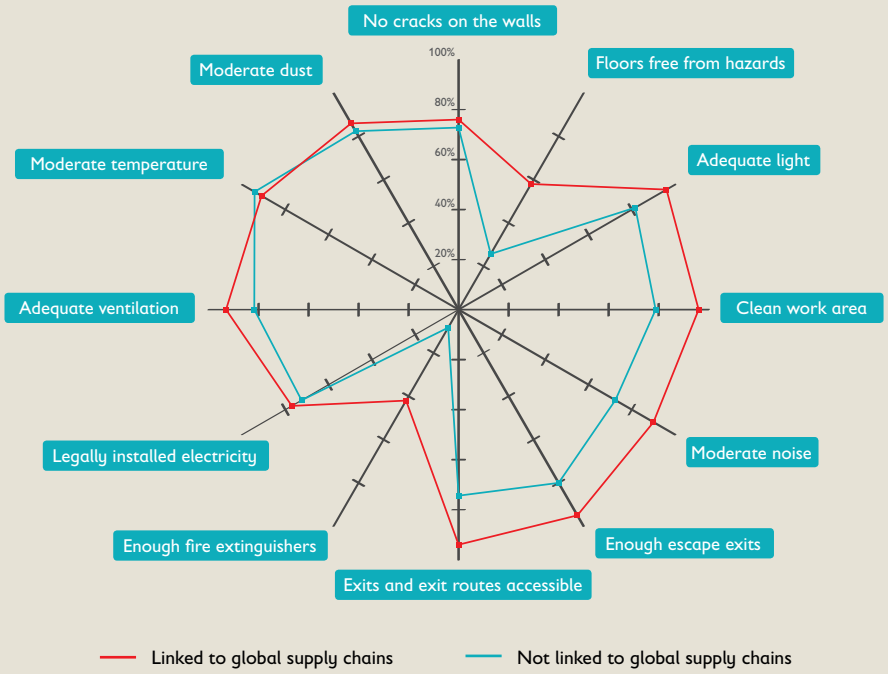
5.3 HEALTH & SAFETY

Health and safety conditions of adult workers may not appear to be directly linked to child rights. However, homeworkers live and work in the same space with their children; for that reason, it has both an indirect and direct impact on children in these households. The children are not only directly affected by the safety of their surroundings, the physical wellbeing of parents is crucial in providing sufficient care for their children. In households without a stable additional income other than the income generated from home work, families are at greater risk of sliding deeper into poverty due

TABLE 15: BIGGEST FAMILY EXPENDITURE[66]

	Children's school fees and associated costs	Healthcare (doctors' visits and medicines)	Food	Others
All	38.1%	9.7%	36.0%	16.3%
Bangladesh	22.0%	9.9%	49.5%	18.7%
China	48.7%	5.4%	10.8%	35.1%
India	45.4%	28.9%	21.7%	4.1%
Indonesia	31.3%	4.0%	40.4%	24.2%
Malaysia	47.2%	0.0%	44.4%	8.3%
Myanmar	19.5%	11.0%	56.1%	13.4%
Vietnam	66.0%	3.0%	21.0%	10.0%

CHART 20: HEALTH AND SAFETY CONDITIONS OF HOMEWORK SETTINGS[68]



"The drinking water comes from rain water. The well water is believed to be polluted, so the families only use it for washing and cleaning. They collect rain water from the roof through a pipe into a tank. Inside the tank there are layers of sand, cotton and rock to filter the rain water. They boil the water before drinking"
- observation of a rural homeworker community in Vietnam.

to the chance of losing the ability to work either temporarily or permanently because of illness or accidents. This in turn also increases the risk of children dropping out of school and getting involved in home work, thus engaging in child labour.

Chart 20 describes some basic health and safety conditions of home-based settings as observed by our researchers during the interviews. The key issues that drew our attention were the lack of fire extinguishers and unsafe floor surfaces, issues that were significantly more serious in Bangladesh than in other countries. While these potential risks did not yet cause any serious injuries to workers and their children in our sample, the risks are still present nonetheless.

5.3.1 HEALTH & SAFETY CONDITIONS OF SMALL WORKSHOP SETTINGS

As for the small workshops we visited, our general observation is that the health and safety conditions varied significantly depending on who is running them. The small workshops linked to NGO programmes and simultaneously producing for global supply chains have good health & safety standards in line with conditions that can be expected from a more formal workplace, while others have less favourable conditions (see Chart 20).

"Three families share a public latrine, and these are not separated for male and females. The conditions are unhygienic" - observation from the living conditions of a homeworker family in an urban slum in Bangladesh.

5.4 INSURANCE & ILLNESSES

Around half of workers' children in the study (50.9%) are not covered by any insurance. Similarly (see Table 9), the majority of their parents in the study (52.1%) are not covered either, and very few (5.5%) homeworkers are covered by insurance provided by work. Their insurance coverage is exclusively dependent on whether or not the country offers universal health care.

As a result, the majority of workers (65%) paid for their own medical expenses when they visited a hospital/clinic. In some countries without universal healthcare such as Bangladesh, India, Malaysia and Myanmar, almost no worker benefited from insurance to pay for such costs, and almost all costs were borne by the workers' families. The lack of insurance did take its toll on the homeworkers. More than a third of the workers (36.4%) struggled to pay for the healthcare costs for themselves and for their families.

We conclude that improving the general safety conditions of homeworkers can reduce the number of health issues and as such contribute to a securer environment for children. However, as even in the best of cases health issues cannot be entirely avoided, it is important to note that the lack of medical insurance of homeworkers and their children poses a direct risk to both parents and children.

Homeworkers producing for international buyers report better health & safety conditions.

TABLE 9: INSURANCE FOR WORKERS' CHILDREN[69]

	No insurance	Government provided insurance	Work provided insurance[70]	Private insurance[71]
All	50.9%	39.2%	2.9%	7.0%
Homeworkers	50.4%	42.3%	2.8%	4.5%
Workshop workers	52.8%	27.5%	3.3%	16.5%
Urban/semi-urban	68.6%	10.2%	4.2%	17.0%
Rural	44.5%	49.7%	2.4%	3.4%
Bangladesh	92.7%	1.8%	0.0%	5.5%
China	5.7%	37.1%	20.0%	37.1%
India	91.8%	5.9%	0.0%	2.4%
Indonesia	23.2%	70.7%	6.1%	0.0%
Malaysia	90.9%	0.0%	0.0%	9.1%
Myanmar	100.0%	0.0%	0.0%	0.0%
Vietnam	2.0%	87.8%	0.0%	10.2%

1/2 of homeworkers' children are not covered by any health insurance.

5.5 WATER AND SANITATION CONDITIONS

We mentioned earlier that homeworkers typically come from low-income families, so the communities they live in share the same challenges of impoverished populations in their countries. One of the most important conditions that is directly linked with the physical wellbeing of workers and their children is the water and sanitation conditions of these communities.

We can see that while most homeworkers did have access to key amenities, there were also some gaps: for example, over 30% did not have access to tap water, and 40% were not treating the water to make it safe for drinking. Additionally, access to tap water does not necessarily mean easy access or that they have tap water at home, but that communities often share tap water among many families.

It also becomes evident when comparing water and sanitation conditions between different countries[72] that such conditions vary significantly, and countries such as Bangladesh, India and Myanmar have the worst conditions among all countries participating in this study.

We therefore conclude that some homeworkers are operating in challenging contexts regarding access to clean water and sanitation. As a result, workers and children are at an increased risk of contraacting common health issues such as upset stomach, itchy skin and diarrhoea (see 4.3.4. and 5.3).

Homeworkers and their children in urban slums are exposed to inadequate water and sanitary conditions.

Apart from directly causing health issues such as upset stomachs, latrines shared with others outside the family can be a potential risk for child protection. The situation for workers in the different countries is directly linked to the countries' GDP rankings[73] in most cases, indicating that the health and safety conditions found amongst homeworkers are indeed indicative of the challenges experienced by low-income households in these countries.

5.6 OTHER CONDITIONS POTENTIALLY CREATING RISKS FOR CHILD PROTECTION

We also looked at some conditions in homeworker communities that might pose higher risks to child protection. For example, lack of safe space and heavy traffic around the house, and the number of people sharing a room are significantly higher in urban/semi-urban than in rural areas, leading to the very clear result that children of homeworkers in urban areas are at high risk of having insufficient space to play, living in overcrowded conditions and sharing their toilets with other families, exposing them to lack of privacy and protection (Table 16).

TABLE 16: BASIC CONDITIONS IN HOMEWORKER COMMUNITIES[74]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	Number of persons per room
All	30.5%	21.4%	15.9%	1.9
Urban/Semi-urban	50.7%	66.2%	22.1%	2.4
Rural	30.5%	21.4%	15.9%	1.8
Bangladesh	59.2%	55.6%	26.0%	2.3
India	40.0%	32.3%	9.8%	2.2
Indonesia	47.3%	1.4%	13.2%	1.7
Myanmar	11.0%	1.4%	1.4%	2.2
Vietnam	7.9%	18.6%	24.3%	1.6

6 Suggestions & Recommendations

While this study generates a multitude of findings regarding the risks and opportunities for children, there are some key findings of particular value to international buyers who want to look at homeworkers both from child rights as well as from a compliance risk perspective.

1. While homework is a key element of international supply chains, they are currently not sufficiently taking homework into account when defining international standards, brand policies and procedures, and many buyers have not or have only sporadically identified where and when homeworkers contribute to their production.

2. Homework settings can have some clear benefits for children: they are breastfed longer, are less often left home alone and stay in school longer. As such, the homework setting creates opportunities to prevent some of the negative impact of factory work, where the long hours of working parents in particular lead to shorter breastfeeding times, increased risks of neglect and early school drop-outs. As a result, allowing homework to co-exist with other production settings can create opportunities for families and children.

3. This positive impact however can only offset the intrinsic risks of homework if a proper environment can be guaranteed. For example, in Bangladesh rural homeworkers fare better because the slums the urban homeworkers live in make it impossible to create decent living environments. In medium income countries such as China and Vietnam, we can see how homework allows good working conditions and decent pay.

4. Most importantly, the positive impact of homework seems strongest where homeworkers are visibly integrated in supply chains. Homeworkers who are known to produce for international buyers and who are benefiting from a programme such as the Nest compliance programme are generally producing under better conditions with better impact on children.

5. In all cases, the excessive involvement of children is a risk in homeworkers settings. This risk is rooted in the fact that a majority of homeworkers are affected by poverty and that their income is generally very low (with the exception of Vietnam & China). If the poverty is further aggravated and families suffer death, illness or other negative events, children in homeworkers settings are more likely to engage in structural regular work. What's more, children are at an even greater risk of exploitation when they are working at another person's home and such a situation arises.

Usually, these are home-run businesses (not children's homes), which are even less regulated than small workshops. It flags the risk of forced labour in the unregulated informal sector, emphasising the need for children in working age to find decent employment opportunities that comply with special laws and regulations on working hours and protection for young workers.

6. Furthermore, we have seen that in some homeworker communities who have increased awareness that their buyers do not tolerate child labour, there is a risk that families are not ready to talk about the involvement of their children – even if that involvement might be marginal. This in itself bears some risks as parents receive little information on how to ensure the health and safety of their children, even if the work is occasional.

Homeworkers are contributing immensely to global supply chains. As the study has shown, there are great opportunities of homework from a child-rights perspective, but there are also risks and disadvantages for homeworkers and their children. To be able to build on the opportunities of homework, we need to mitigate the risks for homeworkers and their children. To do so is a great chance for brands and buyers to reduce compliance risks and contribute to fulfilling Sustainable Development Goals on decent work (Goal 8) and responsible production (Goal 12). Thus, it can be a substantial benefit for any brand's unique selling point.

Building on this joint study, we invite brands to consider, and if feasible, embrace the following "homeworker action plan", which has been drawn from the findings of this research." :

1. Rethink zero tolerance policies regarding homework in (global) supply chains. Homework can have a positive impact on children as homeworkers do not have to leave their kids unattended while at work. Think about under what settings homework might be admissible.

2. Strive to create greater transparency in your supply chain to reduce the risk of unauthorised subcontracting of homeworkers and to better protect homeworkers and their children. This includes supply chain mapping and implementing systems to pro-actively identify home-based work, small workshops and child labour.

3. Develop policies and training programmes that value transparency and create incentives for higher tier factories to disclose their sources. This requires building up trustful relationships with suppliers. Sensitisation programmes for companies, subcontractors and workshop management might be a good first step to do so.

4. Put strong remediation processes in place for companies who are ready to take a closer look at their supply chain. This allows companies to react responsibly if child labour cases or exploitative working conditions are discovered. Remediation requires strong processes, resources and collaboration with third parties and local NGOS.

5. Provide training and information for parents on the needs of their children and the possible negative consequences of involving children excessively in their work. We believe that brands should strive towards full implementation of ILO guidelines (See Appendix 4) on child labour. However, given the sheer impossibility to continuously monitor working hours of children in homeworker households, we advocate for honest and open conversations with parents and community leaders (e.g. through parenting training rather than just monitoring) about what their children need at different ages, possible negative effects of children's involvement at work, particularly the risks of doing hazardous work or working in other people's homes, and the best ways to protect them. This can take the form of tailored parenting training that has been adapted to the homeworker context. This approach is much more sustainable than a pure monitoring programme.

6. Create multi-stakeholder initiatives to improve living conditions for homeworkers and their children at the end of (global) supply chains. A major risk for the wellbeing of homeworkers' children are the poor living conditions in homeworker communities. Multi-stakeholder initiatives of governments, companies and civil society offer a chance for supporting better living conditions for homeworkers children. In addition, NGO can further support by developing structures in homeworker communities to improve living conditions.

7. Companies that are at a more advanced stage in their engagement of homeworker issues should consider creating homeworker policies that include the following points:

- Develop anti-child labour policies that prevent children from working in informal, hazardous work settings, including working in other people's homes, as these children are most at risk of exploitation. We recommend no-employment rules for children under 15, including age verification procedures for subcontracted workers, and the establishment of complaint mechanisms for child labour. Again, these measures need to go hand in hand with a dialogue-oriented approach that involves parents and children in homeworker settings.

- Implement a living wage system for homeworkers so that children are not in need to contribute to the family income. As we have seen, children of households depending on their income are more likely to work full-time and drop out of school early. A living wage combined with a transparent pay system can take some of the burden for parents to have to send children to work.

- Search for ways to include homeworkers in existing insurance schemes. Family illness is often a factor for children getting involved in excessive work. The fact that 52% of homeworkers are not covered by insurance puts their children at considerable risk.

- Encourage basic health and safety standards to improve working conditions for homeworkers. Access to functioning toilets, potable water and decent illumination is important to preserve homeworkers' health. The availability of fire extinguishers and first aid kits increase safety at the workplace.

We understand that companies are at different stages in their engagement with homeworkers. As such, the above suggestions may seem challenging for brands and buyers as it might require reconsidering long established policies. However, tackling the challenge proactively seems to be the only sustainable option to reduce compliance risks and generate positive impact for workers and their children deep in the supply chain of international companies. We hope this report will kick off a multitude of honest discussions accordingly.


brother

Appendix 1 STUDY OVERVIEW

1.1 STUDY DESIGN

1.1.1 SOURCES OF DATA AND DATA MANAGEMENT

In order to obtain first-hand information on the lives of homeworkers and their children, qualitative and quantitative data was collected primarily through individual interviews with workers inside their homes or workshops. There were some exceptions in China and Malaysia: these were two of the most difficult countries in terms of gaining access to homeworkers, prompting researchers to interview some workers over the phone or inviting them to complete a survey online. A group survey was organised with 37 workers in Indonesia, where small groups of up to 10 workers were gathered in a home-based workshop and answered the paper questionnaires with the guidance of CCR CSR staff.

Researchers conducted the data collection by recording most of the quantitative survey responses on tablets (offline) and later synced the data on to a secure online platform (Questionpro). Only under circumstances when 1) there were technical problems with the tablets 2) group interviews were needed due to logistical reasons[75], the researchers recorded the survey responses on printed questionnaires and later typed and uploaded the responses to the online survey platform.

Various channels were used to access the homeworkers:

1) Through brands/buyers: the study had three major brand partners who facilitated access to homeworkers in their supply chains in China, India and Vietnam. These were IKEA in Vietnam, Varner in China and Zalando (formerly zLabels) in India. Though not all homeworkers interviewed in these locations are producing for these brands, we reached them through the local suppliers/partners of the brands. In China – where it was most difficult to establish contact with homeworkers – Varner's local supplier introduced us to small businesses that used homeworkers.

2) Nest's artisan business network: we mobilised Nest's artisan business partners to reach homeworkers in Bangladesh, India, Indonesia and Malaysia. Their participation in the study was completely voluntary and Nest did not have any leverage over local businesses to guarantee their participation. In total, 10 artisan businesses took part (see the list in Appendix 5).

3) Professional network (local organisations/businesses and individual connections): CCR CSR's professional network played an important role in reaching out to homeworkers in countries such as Myanmar and Bangladesh. We reached out to local organisations/NGOs that have worked/are working on homeworker projects to help us connect with eligible workers. Individual professional connections also volunteered to help locate homeworkers; some even used their personal time to accompany our research teams to help search for homeworkers.

4) Outreach to homeworker communities: CCR CSR researchers took advantage of their knowledge of communities where they would likely find homeworkers and went door to door to interview workers who were willing to participate. The interviewed homeworkers in turn introduced researchers to their fellow homeworkers in their neighbourhood. This approach was crucial for gathering data in Myanmar, where we struggled to find homeworker businesses through our brand/buyer partners and Nest's artisan network.

In addition to the data gathered from homeworkers themselves, the study also collected qualitative information from speaking directly with homeworkers' children, their clients (local businesses/middlemen) and international brands/buyers.

Secondary information was obtained from a review of sustainability reports and strategies of major international brands when available and of existing literature on homeworkers published in recent years.

We also compared the study results with available country specific data for certain variables. Additionally, we used data we collected through relevant projects we are involved in in Bangladesh, China, Myanmar and Vietnam. The following is the list of in-factory surveys we used to compare factory workers with those in our study:

1. A survey with 183 workers in an electronics factory in China (impact on health)

2. Self-assessment results on workforce of six textile factories in Myanmar (education levels)

3. 2017 study "From the Factory with Love: A Study on Migrant Parent Workers in China" with 749 workers from 96 factories from a wide range of sectors

4. Baseline survey with 10 factories and 1212 workers in 2017 for "The Children's Rights and Business Programme for the Garment Industry" in Bangladesh in

partnership between UNICEF, Fair Labour Association and CCR CSR

5. Baseline survey with 11 factories and 2434 workers in 2017 for "Children's Rights in the Workplace Programme for Apparel and Footwear Manufacturers" in Vietnam in partnership between UNICEF, Fair Labour Association and CCR CSR

1.1.2 THE RESEARCHERS AND PRINCIPLES

In Bangladesh, China, Malaysia, Myanmar and Vietnam, the research teams consisted of local CCR CSR staff or consultants communicating directly with the workers in local languages. In India, some interviews were conducted by Nest staff with the help of a translator, and some were conducted by Nest's trusted local artisan partners who work directly with homeworkers. In Indonesia, about 60% of the data was collected by Nest staff interviewing homeworkers with the help of a translator. The rest of the data was collected by CCR CSR local staff who arranged workers into small groups (up to 10) and asked them to complete the survey on printed questionnaires by reading out and explaining each question one by one.

The researchers were briefed and instructed on the interview and survey principles and familiarised themselves with the survey questionnaires beforehand. Some of the principles that the researchers were required to follow included:

- Obtain oral consent to speak with the worker and his/her child/ren prior to conducting any discussions
- Document only first names or aliases to follow up when necessary and to match the worker with interviewed children
- Obtain oral consent before taking any pictures of workers and written consent for those whose photos are expected to be used in published materials
- No payments allowed for interviews. Small gifts (food or beverages, small souvenirs or stationery for workers' children) however were provided in most locations where it was a customary practice when visiting someone's home.
- No judgment should be expressed when asking any questions and no comments should be made on the responses to prevent leading/guiding the answers in a certain direction. The researchers should stay neutral throughout the interview process
- Clearly brief interviewees and local partners who source from the homeworkers on the objectives of the study and confidentiality principles. Provide guarantees that the study will not link results to individuals or entities. Encourage interviewees and local partners to respond truthfully even if some answers may be perceived as negative

1.1.3 STUDY PHASES

The research was carried out in two phases. Phase one was the preliminary assessment in Bangladesh, India, Indonesia, Myanmar and Vietnam from May to June 2018. The purpose was to determine the focus areas of the study and to test the research questions to ensure the subsequent quantitative survey included appropriate and sufficient questions in different geographical contexts. The second phase was the large-scale quantitative survey that took place from June 2018 to January 2019.

During the preliminary assessment, researchers followed semi-structured interviews to capture the qualitative information. The researchers covered the questions and topics outlined in the interview guide and encouraged the workers to freely express themselves and provide more in-depth information on the topics discussed.

The key findings from the preliminary assessment were shared with German brands/buyers during the "Save the Children Partner Insights Event" on June 22, 2018. Key focus areas and hypotheses were derived from the preliminary assessment and feedbacks were collected from brands/buyers for the subsequent quantitative survey.

The quantitative worker survey was designed based on the preliminary assessment, and was conducted from June 2018 to January 2019 simultaneously in all seven project countries with different rates of progress due to the accessibility of homeworkers in different locations.

1.1.4 RESEARCH TOOLS

SEMI-STRUCTURED INTERVIEWS

Qualitative semi-structured interviews were used during the preliminary assessment on workers' backgrounds, children, income and spending, health & safety, general wellbeing etc. In addition to interviewing the workers, the researchers were expected to observe the living and working conditions of the workers and complete a checklist with simple criteria to assess health and safety and other basic conditions of the observed space, including water and sanitation.

QUANTITATIVE SURVEY

The survey was developed based on the interview questions for the preliminary assessment. It consisted of two different versions: one for parent workers with children under the age of 18 and the other for working children who are under the age of 18. The survey content in all seven project countries were almost identical and translated into seven different languages: Bengali (Bangladesh and India), Burmese (Myanmar), Mandarin Chinese (China), Hindi (India), Indonesian (Indonesia), Malay (Malaysia) and Vietnamese (Vietnam).

The adult worker survey had 88 questions and a checklist for the researchers to complete after observing and assessing the living and working space, including basic health and safety conditions, water and sanitation etc. The adult worker survey was designed for workers who are at least 18 years of age and have at least one child under the age of 18; these workers' children were the focus of the survey. Depending on the education levels of the workers, the full version of the survey took between 45 minutes to one hour to complete when conducted as a one-on-one interview. Given that some locations were remote and hard to access, and would create logistical difficulties with local partners to arrange the field survey if each interview took that long, 55 survey questions were deemed mandatory core questions, while the others were "optional". The survey with "mandatory" questions alone took about half an hour to complete.

The young worker survey had 83 questions including the same checklist as the adult worker survey. As the workers are under the age of 18, the focus of the survey was not on their children, but instead, on their own background, education, working conditions etc. It had 40 mandatory core questions and took about the same time as the adult worker survey to complete.

INTERVIEWS WITH WORKERS' CHILDREN

As the focus of the study is on child rights assessment, the researchers tried to talk to workers' children whenever possible with parents' consent. Simple questions were asked about children's lives, school, interests and participation in parents' work at home, etc. Each session was intended to last no more than 15 minutes. When multiple children were present, they were interviewed together. The researchers followed Save the Children's Child Protection Guidelines throughout the interview process.

Brief survey with homeworker clients/employers
Local businesses/middlemen that helped us access homeworkers were invited to answer a set of simple questions. The intention of questions was to help us understand their reasons for employing or sourcing from homeworkers, the character of their work relationship with homeworkers etc. The interviewees had the option to stay anonymous or to have their names and workplace mentioned in quotes with their written consent.

Brief survey with international brands/buyers
CCR CSR Working Group members were invited to answer a short survey to gain a better understanding of brands/buyers' positions and policies on homeworkers in their global supply chains. The purpose of the survey was to complement the literature review and provide first-hand information on transparency of homework.

1.1.5 SITE SELECTION

Seven countries in Asia were chosen for the study. The main selection criteria were strategic importance of the location for our major brand/buyer partners, CCR CSR activities and local resources and the extent of Nest's local projects. Five countries (Bangladesh, China, Malaysia, Myanmar and Vietnam) are locations where CCR CSR is currently working[76] (or has recently worked as is the case in Malaysia) and where we have local staff or consultants on the ground to conduct interviews and gather data. In Bangladesh, India and Indonesia, Nest has an extensive partner network of local artisan businesses and is currently implementing relevant projects.

As for the selection of homeworker communities, the study aimed to cover both urban and rural areas in each country whenever possible with an assumption that the working and living conditions of homeworkers might differ significantly depending on their locations, thus leading to different risks and opportunities for their children and working children. Due to the limitation of access to homeworkers, which will be explained further in the next section, it was not always possible to cover both types of location in each country. However, our study looks at rural-urban disparities in general and highlights differences when they are significant.

1.1.6 INCLUSION AND EXCLUSION CRITERIA

As child rights was intended to be the core focus of the study, the following criteria were applied to the surveyed workers to capture the impact on children:

1) For workers aged 18 or above (adult workers), we only surveyed the ones who currently have children under the age of 18. All the data presented in the report about workers' children refer to the ones under the age of 18 even though the workers might have older children as well.
2) For workers under the age of 18 (working children), we

had the following selection criteria:
under the age of 18 AND:

- Out of school and working either full-time or part-time at home or elsewhere OR
- Still in school but working part-time at a home-based enterprise or a small workshop (either with income or without income as an apprentice) OR
- Still in school and helping a homeworker parent regularly and contributing significantly to the homeworkers' income

1.1.7 LIMITATIONS AND CHALLENGES

Accessing homeworkers
The biggest challenge of the study was accessing homeworkers due to the hidden nature of the work. While we originally aimed to reach a minimum of 800 homeworkers in seven countries with a minimum of 100 homeworkers in each country, we ultimately succeeded in reaching 601 workers in total. It was very challenging to find homeworkers in countries where Nest does not have local partners currently engaging in homeworker projects. Many artisan businesses we reached out to refused to participate in the study for various reasons such as "not finding it beneficial to the homeworkers", "not having homeworkers that meet our selection criteria" or simply due to lack of interest. While we successfully collected around 100 samples from five of the project countries despite the challenges, China and Malaysia proved to be the most difficult countries to access homeworkers due to the more hidden nature of homework and the limited number of local partners who could connect us to their homeworker networks. Despite these challenges, with the support of Varner in China and Earth Heir in Malaysia, we nonetheless succeeded in collecting enough data from China and Malaysia for statistically significant results.

Workers in global supply chains
We primarily intended to assess child rights impact in the lowest tiers of the global supply chains to make it relevant for international brands/buyers so that they can improve their understanding of the risks and opportunities in homework and small workshop settings and develop better practices to mitigate the risks and amplify positive impact. Therefore, the initial target group of the study was workers producing for international brands/buyers. Through Nest and our brand partners IKEA (in Vietnam) and Varner, we surveyed workers producing for the global supply chains in Bangladesh, China, India, Indonesia and Vietnam. As for Malaysia and Myanmar, most buyers of the products are individual customers or local retailers. We don't have strong evidence to link most workers in those two countries to the global supply chains. However, observing the similarities and differences between the two groups of workers gave us valuable insight into the common risks in homeworker settings regardless of the clients. It also provided a window into what can be done to reduce such risks.

Workers in urban and rural areas
In the study, we take into consideration the differences between rural and urban (and semi-urban) areas in terms of working and living conditions and related risks and opportunities. However, it was not possible to gather data from all these different locations due to the work scope of our local partners. For example, in Vietnam and Indonesia, the interviewed homeworkers are almost exclusively located in rural areas. However, we believe that comparing the rural-urban difference in other locations will shed enough light on the general considerations we should keep in mind when assessing the risks in homeworker settings in different locations.

Workers' children
As we value children's participation in all our work and because assessing child rights is at the heart of this study, we aimed to gather first-hand information from workers' children as much as possible. However, as most interviews took place during normal school days and hours, it was not always possible to talk to workers' children when we interviewed the parents. We managed to talk to about 50 children who happened to be around.

1.2 SURVEY SAMPLE DESCRIPTION

Unlike our regular worker surveys, which take place in factory settings where we randomly select a representative sample of workers from the list of employees, the selection of individual homeworkers was very much dependent on their accessibility: 1) our local partners – clients/employers of the homeworkers – connected us with homeworkers in close proximity in order to interview as many homeworkers as possible during a field visit. 2) During outreach to homeworker communities, homeworker families were randomly selected for interviews whenever possible and some were reached through introduction by their peers.

As shown in Table A1 below, we interviewed 601 workers in total, of which 562 are adult workers with children under the age of 18, and 39 are working children under the age of 18. While cleaning up the data for aggregate analysis, we decided to exclude 20 adult workers and two working children from the aggregate analysis as they did not meet our sampling criteria. The 20 adult workers excluded from the aggregate analysis do not have any children under the age of 18, and were thus excluded from the aggregate analysis to prevent skewing the results. However, these interviews still provide valuable qualitative data as some of them hire

TABLE A1: NUMBER OF INTERVIEWED WORKERS BY COUNTRY

	Interviewed adult workers	Valid	Interviewed working children	Valid	Total interviewed	Total Valid
Bangladesh	91	91	20	20	111	111
China	39	37	0	0	39	37
India	100	97	0	0	100	97
Indonesia	109	99	0	0	109	99
Malaysia	37	36	0	0	37	36
Myanmar	83	82	10	10	93	92
Vietnam	103	100	9	7	112	107
Total	562	542	39	37	601	579

working children in their home-run businesses, while others have children who recently turned 18 and some take care of young grandchildren. The two working children excluded from the aggregate analysis are too young (5 and 9 years old) and do not engage in the artisan work of their parents enough to be qualified as "working children".
The following paragraphs will introduce the background of workers who participated in the study in more detail.

TABLE A2: GENDER DISTRIBUTION[77]

	Male	Female
All	12.6%	87.4%
Adult workers	12.4%	87.6%
Working children	16.2%	83.8%
Bangladesh	20.7%	79.3%
China	0.0%	100.0%
India	21.6%	78.4%
Indonesia	16.2%	83.8%
Malaysia	16.7%	83.3%
Myanmar	2.2%	97.8%
Vietnam	4.7%	95.3%
Homeworkers	11.2%	88.8%
Workshop workers	17.9%	82.1%

1.2.1 GENDER

The survey sample is in line with the fact that homeworkers are predominantly female. As shown in Table 1, 87.4% of all interviewed workers are female.

1.2.2 WORK SETTINGS

The large majority (78.8%) of workers worked at their own homes, and 18 % worked in small workshops. A small minority (3.3 %) worked at someone else's home or home-run business. But this number is significantly higher among working children (16.2%) than adults (2.4%), which as discussed in the study, could be a risk factor for working children's rights.

The study presents most results by homeworkers and workshop workers, and the latter combines work settings that are home-run businesses (someone else's homes) and small workshops. As described in Table A3, a significantly higher percentage of female workers (80.0%) work from home compared to male workers (69.9%).

1.2.3 LOCATIONS

Five of the seven countries in the study are current project countries of CCR CSR[79] and two are Nest project countries for their homeworker compliance programme[80].

TABLE A3: WORK SETTINGS[78]

	My home	Someone else's home	Workshop
All	78.8%	3.3%	18.0%
Female workers	80.0%	3.2%	16.8%
Male workers	69.9%	4.1%	26.0%
Adult workers	78.6%	2.4%	19.0%
Working children	81.1%	16.2%	2.7%
Bangladesh	75.7%	0.9%	23.4%
China	32.4%	0.0%	67.6%
India	70.1%	0.0%	29.9%
Indonesia	76.8%	9.1%	14.1%
Malaysia	66.7%	11.1%	22.2%
Myanmar	94.6%	5.4%	0.0%
Vietnam	98.1%	0.0%	1.9%

As shown in Table A4, the majority of interviewed workers were based in rural areas. This percentage is significantly higher for homeworkers (75%) than workshop workers (31.7%)[81]. Moreover, the majority of working children we interviewed were living in urban areas (56.8%).

It is also worth noting that 40% of workers who were living in urban areas lived in urban slums, and thus in a challenging context, including high risks of insufficient security, health and safety. These challenges are particularly pertinent to

TABLE A4: RURAL-URBAN DISTRIBUTION OF ALL WORKERS IN THIS STUDY[82]

	Urban area	Rural area	Semi-urban area
All	18.8%	65.8%	15.4%
Female workers	17.4%	66.6%	16.0%
Male workers	20.6%	69.9%	9.6%
Adult workers	16.2%	67.3%	16.4%
Working children	56.8%	43.2%	0.0%
Bangladesh	52.3%	27.9%	19.8%
China	13.5%	16.2%	70.3%
India	18.6%	66.0%	15.5%
Indonesia	0.0%	100.0%	0.0%
Malaysia	5.6%	33.3%	61.1%
Myanmar	28.3%	68.5%	3.3%
Vietnam	0.0%	100.0%	0.0%
Homeworkers	17.3%	75.0%	7.7%
Workshop workers	24.4%	31.7%	43.9%

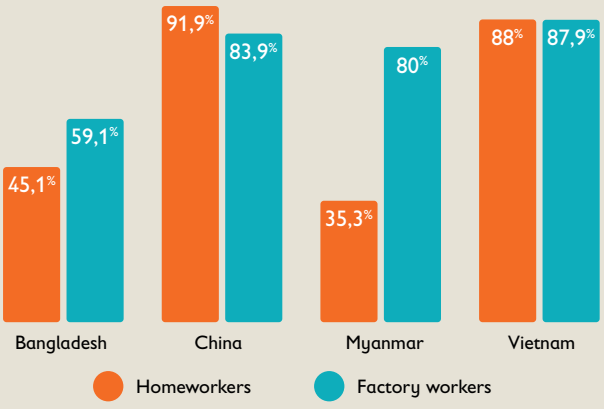
TABLE A5: AVERAGE AGE OF ADULT WORKERS[83]

	Male	Female	All
All	34.6	36.2	36.0
Bangladesh	35.0	30.3	31.4
China	.	39.3	39.3
India	31.1	35.0	34.1
Indonesia	35.7	35.1	35.2
Malaysia	43.3	39.7	40.3
Myanmar	24.0	37.2	37.1
Vietnam	38.5	39.4	39.4
Homeworkers	34.6	36.4	36.2
Workshop workers	34.6	35.7	35.5

TABLE A6: AGE GROUPS OF WORKING CHILDREN[59]

Age	Percentage
Under 12 years old	5.4%
12-14 years old	21.6%
15-17 years old	73.0%

CHART A1: EDUCATION BACKGROUND - % OF WORKERS WHO COMPLETED MIDDLE SCHOOL OR HIGHER[85]



children living in these areas and is discussed in more depth in the study. There is no significant difference between female and male workers in terms of living in rural and urban/semi-urban areas.

1.2.4 AGE

The adult workers, who participated in the study, were 36 years old on average (Table A5).

1.2.5 EDUCATION BACKGROUND

The largest portion (35.8%) of workers in this study completed lower secondary education (middle school). Education levels of workers varied significantly between countries, with India having the highest portion of workers with no formal schooling (49.5%). Workers from China had the highest average education levels (Table A7).

When comparing the education levels of workers in our study to factory workers from our project locations, we saw that in Bangladesh and Myanmar, the factory workers have significantly higher levels of education than homeworkers/small workshop workers (Chart A1). This indicates that homeworkers might be in a more difficult position to seek other employment, including factory work, and that the lack of opportunity could be one driver that leads them to engage in homework.

1.2.6 INDUSTRIES

Our workers come from various sectors but the majority work in handicraft (45.0%) and textile/garment production (45.7%). As shown in Table A9, workers from Bangladesh and India are predominantly working in the textile/garment sector, which includes anything from tailoring, home textile, embroidery, sewing beads/sequins to the supporting processes such as bobbin spinning and yarn making. Many female workers do this type of work to assist their husbands' weaving work at home. Workers in Indonesia and Vietnam are almost exclusively engaged in handicrafts that mostly includes making rattan baskets and carving and waxing wood decorations (much less).

TABLE A7: EDUCATION LEVELS OF ADULT WORKERS[84]

	No schooling	Primary school	Middle school	High school	Higher education
All	11.8%	30.8%	35.8%	15.9%	5.0%
Bangladesh	13.2%	41.8%	33.0%	9.9%	2.2%
China	0.0%	8.1%	48.7%	32.4%	10.8%
India	49.5%	17.5%	10.3%	16.5%	6.2%
Indonesia	2.0%	37.4%	48.5%	5.1%	4.0%
Malaysia	0.0%	25.0%	58.3%	11.1%	2.8%
Myanmar	1.2%	63.4%	12.2%	14.6%	8.5%
Vietnam	1.0%	11.0%	57.0%	28.0%	3.0%

TABLE A8: EDUCATION LEVELS OF FACTORY WORKERS FOR REFERENCE[86]

	No schooling	Primary school	Middle school	High school	Higher education
Bangladesh	6.2%	34.7%	35.3%	19.3%	4.5%
China	1.2%	15.2%	56.4%	9.8%	17.7%
Myanmar	1.0%	20.0%	52.0%	19.0%	9.0%
Vietnam	2.5%	9.7%	44.6%	34.0%	9.3%

TABLE A9: INDUSTRIES[87]

	Handicrafts (e.g. carvings, decorating wooden objects, weaving baskets/mats)	Tailoring, make clothes/ home textiles	Embroidery, sewing beads, sequins etc.	Supporting processes (e.g. bobbin spinning, yarn making, etc.)	All textile/ garment (left 3 columns)	Others (making shoes, jewellery, food, knitting, labelling etc.)
All	45.0%	19.4%	18.2%	10.3%	45.7%	14.3%
Bangladesh	13.6%	33.6%	41.8%	3.6%	75.5%	17.3%
China	0.0%	54.1%	10.8%	8.1%	67.6%	59.5%
India	0.0%	3.1%	45.4%	51.5%	97.9%	2.1%
Indonesia	98.0%	1.0%	4.1%	1.0%	5.1%	1.0%
Malaysia	31.4%	28.6%	5.7%	2.9%	31.4%	45.7%
Myanmar	33.7%	44.9%	4.5%	0.0%	48.3%	22.5%
Vietnam	99.1%	0.0%	0.0%	0.0%	0.0%	1.9%
Homeworkers	51.1%	19.5%	12.4%	11.5%	41.4%	11.3%
Workshop workers	22.3%	19.0%	39.7%	5.8%	62.0%	25.6%
Adult workers	46.1%	19.6%	16.4%	11.0%	45.0%	14.2%
Working children	30.6%	16.7%	44.4%	0.0%	58.3%	16.7%

1.2.7 MARITAL STATUS

Since having children under the age of 18 is a criterion for choosing adult workers for this study, almost all adult workers are married or divorced/widowed (with the exception of two responses, which could be due to a data entry error). Two out of 37 working children are married and are respectively 16 and 17 years old.

TABLE A10: MARITAL STATUS

	Married	Single	Divorced/ Widowed
All	90.0%	6.4%	3.6%
Homeworkers	90.1%	6.6%	3.3%
Workshop workers	89.4%	5.7%	4.9%
Adult workers	95.8%	0.4%	3.9%
Working children	5.4%	94.6%	0.0%

1.2.8 RELIGION

To understand the homeworker communities better, and assuming religion might have some role to play in workers' choice of work and/or decisions about children's education etc., we asked workers to reveal their creed on a voluntary basis. The exception to this was China where this topic is

TABLE A11: RELIGION

	Buddhist	Christian	Hindu	Muslim	NA/Not religious	Other
All	20.1%	3.6%	14.1%	46.7%	15.2%	0.4%
Bangladesh	0.0%	0.0%	3.6%	96.4%	0.0%	0.0%
China	.	.	.	.	.	.
India	0.0%	0.0%	74.0%	25.0%	1.0%	0.0%
Indonesia	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Malaysia	0.0%	0.0%	0.0%	71.0%	22.6%	6.5%
Myanmar	92.3%	6.6%	0.0%	0.0%	1.1%	0.0%
Vietnam	21.3%	12.0%	0.0%	0.0%	66.7%	0.0%
Homeworkers	23.6%	4.4%	12.8%	41.7%	17.2%	0.2%
Workshop workers	4.2%	0.0%	20.0%	70.5%	4.2%	1.1%
Adult workers	19.8%	3.8%	15.1%	46.2%	14.7%	0.4%
Working children	25.7%	0.0%	0.0%	57.1%	17.1%	0.0%

sensitive. Close to half (46.7%) of the workers are Muslim, which coincides with the fact that three of the project countries have a predominantly Muslim population (Bangladesh, Indonesia and Malaysia) and India also has a large Muslim population. In our study, we do not look too closely at the significance of religion on issues relating to child rights as it is not our main objective, but for certain questions about choice,
we weigh on the influence of culture/ religion.

TABLE A12: RURAL-URBAN DISTRIBUTION OF HOMEWORKERS[88]

	Urban area	Rural area	Semi-urban area
All	16.0%	76.3%	7.7%
Bangladesh	56.0%	44.1%	0.0%
China	16.7%	50.0%	33.3%
India	0.0%	77.9%	22.1%
Indonesia	0.0%	100.0%	0.0%
Malaysia	4.2%	41.7%	54.2%
Myanmar	26.4%	70.1%	3.5%
Vietnam	0.0%	100.0%	0.0%

1.3 HOMEWORKER COMMUNITIES

Table A12 describes the rural-urban distribution of homeworkers interviewed in our study. In the following paragraphs, we will describe the communities in more detail where interviewed homeworkers are located to provide a fuller picture of the context they are in.

1.3.1. BANGLADESH

Table A13 describes some basic conditions/situations in homeworker communities and includes all-countries average results to draw a comparison with those of Bangladesh. All these conditions in Table A13 indicate potential risks in terms of child protection in homeworker communities. As shown in the table, Bangladesh has a significantly higher number of poorer conditions compared to all countries in the study. All of the risk factors such as shared toilets, lack of safe space for children and urban slums are about twice or more the all-countries average. 40% of homeworkers in urban areas live in urban slums in Dhaka and the rest in Geneva camp for Pakistani refugees. The following paragraphs describe the conditions in these communities where the interviews took place.

Urban Slums of Dhaka

We interviewed homeworkers in three urban slums in Dhaka: Hazaribagh, Karail and Mirpur. None of the workers in these slums produce for international brands/buyers that we can confirm. Neither do they belong to any artisan business that Nest is currently partnering with, and as a result none are benefiting from Nest's Ethical Compliance Program for Small Workshops and Homes.

The conditions of the slums are very poor and particularly hostile for children. The living space is overcrowded, unhygienic, dim and noisy due to heavy traffic and crowds

TABLE A13: CONDITIONS IN HOMEWORKER COMMUNITIES IN BANGLADESH[89]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	30.5%	21.4%	15.9%	40.0%	1.9
Bangladesh	59.2%	55.6%	26.0%	52.2%	2.3
Urban slums	94.4%	89.5%	40.0%	100.0%	3.2
Geneva camp	68.2%	100.0%	22.7%	0.0%	2.3
Rural	32.3%	3.2%	19.4%	.	1.8

TABLE A14: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN BANGLADESH[91]

	Tap Water	Drinking Water Filtered/ Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
Bangladesh	97.3%	29.6%	94.7%	73.6%	56.8%	12.9%
Urban slums	95.7%	78.3%	95.7%	70.0%	68.2%	38.9%
Geneva Camp	95.2%	23.8%	90.5%	85.7%	47.6%	4.8%
Rural	97.1%	3.2%	97.1%	68.6%	57.1%	2.9%

TABLE A15: CONDITIONS IN HOMEWORKER COMMUNITIES IN INDIA[92]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	30.5%	21.4%	15.9%	40.0%	1.9
India	53.1%	30.0%	10.0%	0.0%	2.2
Rural	7.7%	41.7%	9.1%	0.0%	2.2
Semi-urban	40.0%	32.3%	9.8%	0.0%	2.1

TABLE A16: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN INDIA[93]

	Tap Water	Drinking Water Filtered/ Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
India	44.8%	20.3%	56.7%	53.2%	77.8%	2.1%
Rural	50.0%	18.4%	46.2%	39.6%	73.5%	2.9%
Semi-urban	26.7%	26.7%	93.3%	100.0%	92.9%	0.0%

TABLE A17: CONDITIONS IN HOMEWORKER COMMUNITIES IN INDONESIA[94]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	33.8%	20.5%	15.7%	13.4%	1.9
Indonesia	47.3%	1.4%	13.2%	.	1.7

TABLE A18: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN INDONESIA[95]

	Tap Water	Drinking Water Filtered/ Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
Indonesia	93.3%	90.8%	98.7%	94.7%	97.1%	12.2%

TABLE A19: CONDITIONS IN HOMEWORKER COMMUNITIES IN MALAYSIA[97]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	30.5%	21.4%	15.9%	40.0%	1.9
Malaysia	95.2%	0.0%	4.8%	.	1.9

TABLE A20: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN MALAYSIA[96]

	Tap Water	Drinking Water Filtered/ Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
Malaysia	100.0%	90.0%	100.0%	100.0%	81.8%	9.1%

TABLE A21: CONDITIONS IN HOMEWORKER COMMUNITIES IN MYANMAR[97]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	30.5%	21.4%	15.9%	40.0%	1.9
Myanmar	11.0%	1.4%	1.4%	0.0%	2.2
Urban	13.3%	8.3%	8.3%	0.0%	2.4
Rural	9.1%	0.0%	0.0%	.	2.1

outside. On average, 3.2 family members share one room (Table A13).
Conditions for water and sanitation are also quite poor. 94.4% of the families share toilets with other families. While 96.1% have access to tap water, it is shared among many families. Additionally, 89.5% families in urban slums do not have any safe areas around the house for children to play (Table A13).

Geneva Camp for Refugees

Geneva camp in the Mohammadpur area of the capital Dhaka hosts the largest camp for Urdu speaking refugees stranded since Bangladesh split from Pakistan more than four decades ago. With more than 30,000 residents living in ghetto-like conditions, some 5,500 families live in 8-foot by 8-foot rooms. People and cattle exist side by side, with numbers increasing markedly since 1971[90].

A lot of the conditions in this long-term refugee camp are similar to urban slums in Dhaka in that they are overcrowded, unhygienic and have poor water and sanitation conditions with many families sharing tap water and latrines. In some aspects, the workers in the camp live in worse conditions than those in regular slums as only 23.8% of families treat their water before drinking, and access to toilet amenities such as soap and toilet paper is more limited (Table A14).

Rural and Semi-Urban Areas

As described in Table A14, when we compare Bangladesh to the all-countries average in the study, Bangladesh has the worst sanitation conditions in terms of drinking water treatment, hygiene and availability of latrines. These conditions are even worse in rural areas where only 3.2% of workers treat the water for drinking. Fewer latrines have soap for handwashing and very few (2.9%) have toilet paper. However, rural areas are much safer for children as they are not in overcrowded slums, and almost all families (96.8%) have safe areas near their homes for children to play (Table A13).

1.3.2 CHINA

In China, most of the interviews took place at small workshops (67.6%) in semi-urban areas. However, about half of these workers can be considered homeworkers because they mostly work from home and only come to the workshops to collect raw materials and to deliver their finished goods. These are migrant mothers who live around the workshops and moved there with their husbands to take care of their children.

In addition to the homeworkers employed by the workshops, 32.4% of workers in the study are homeworkers who are not aware of who they are producing for. They only know the middleman who brings the raw materials to their homes and collects the finished products afterwards. Since these homeworkers were interviewed on the phone due to the sensitivity of visiting homeworker communities (and the logistical difficulty of locating them), it was not possible to observe their working and living space.

1.3.3 INDIA

As shown in Table A12, 77.9% of homeworkers from India are located in rural areas and 22.1% in semi-urban areas. There are no homeworkers in urban areas and therefore comparisons can only be drawn between rural and semi-urban areas when analysing the conditions of homeworkers' communities. Compared to the all-countries average, India comes out worst in terms of sharing toilets with other families and having a safe space around their homes for children to play (Table A15). However, such conditions differ significantly between rural and semi-urban areas where homeworkers are based: only 7.7% of rural workers share toilets with other families compared to 40% living in semi-urban areas. What stands out among rural areas in other countries is the fact that these countries generally have more safe spaces around their homes for children to play. In

TABLE A22: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN MYANMAR[99]

	Tap Water	Drinking Water Filtered/Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
Myanmar	49.4%	35.3%	96.2%	89.9%	55.8%	18.4%
Urban	95.2%	85.7%	88.9%	83.3%	64.7%	26.7%
Rural	31.1%	16.4%	98.2%	91.4%	54.4%	17.2%

TABLE A23: CONDITIONS IN HOMEWORKER COMMUNITIES IN VIETNAM[100]

	Toilets shared with other families	No safe places around the house to play	House by the main road with traffic	House in urban slum (for urban area)	Number of persons per room
All countries	30.5%	21.4%	15.9%	40.0%	1.9
Vietnam	7.9%	18.6%	24.3%	.	1.6

TABLE A24: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES IN VIETNAM[101]

	Tap Water	Drinking Water Filtered/Boiled	Toilets	Toilets Clean	Soap in The Toilets	Toilet Paper
All countries	67.2%	59.3%	90.2%	79.4%	68.9%	30.3%
Vietnam	55.8%	100.0%	98.0%	79.8%	63.3%	73.5%

comparison, 41.7% of rural families in India do not have such a space.

As shown in Table A16, there are huge gaps in water & sanitation conditions where workers live and work. Compared to other countries, workers in India have significantly less access to tap water, and the ones in semi-urban areas even less (26.7%) so. Also, only 20.3% workers treat the water before drinking it. Access to latrines and the conditions of the latrines are also much poorer than in other countries, particularly in rural areas where only about half (50.0%) of homeworkers have toilets.

1.3.4 INDONESIA

As all workers in Indonesia are in rural areas, no comparison can be drawn between rural, urban and semi-urban areas. Compared to other countries, homeworkers in Indonesia have relatively safer communities for children. However, nearly half (47.3%) of homeworker families share toilets with others, which is significantly higher than the all-countries average (Table A17).

The other water and sanitation conditions for homeworker families are also above average except for the availability of toilet paper (Table A18).

1.3.5 MALAYSIA

In Malaysia, we only visited 9 workers' homes and the other results were self-reported by workers. Therefore, we did not include them in the body of the report. We are displaying those results here just for reference. While the homeworker communities are safer with few potential child protection risks, these areas have the highest percentage of families sharing toilets with others (Table A19).

Access to tap water and filtering drinking water is much better in Malaysia than in other countries. However, toilet paper availability is quite rare (Table A20).

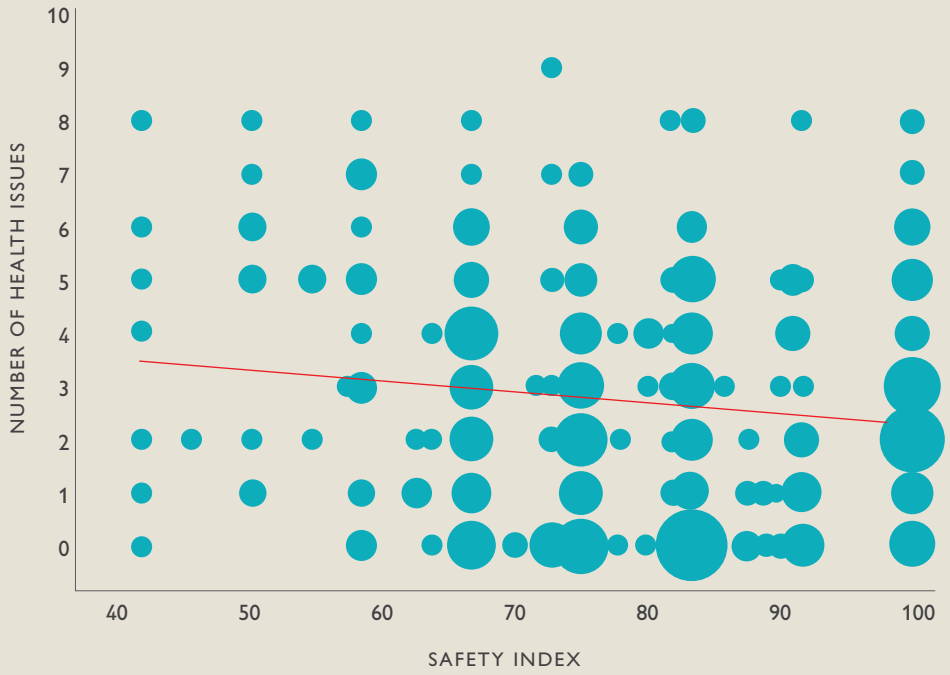
1.3.6 MYANMAR

Very few homeworkers in semi-urban areas (3.5%) in Myanmar are covered in this study. Most of the homeworkers live in rural areas (70.1%) and the rest in urban areas (26.4%) in Yangon (Table A12). For this reason, semi-urban areas will be excluded from comparisons on homeworker conditions.

None of the Burmese homeworkers covered in this study live in slums. In both urban and rural areas, the homeworker communities are above-average in terms of safety. Very few families in both urban (13.3%) and rural (9.1%) areas share toilets with other families. There is usually enough safe space around the house for children to play in all locations and the majority of houses are a safe distance from heavy traffic (Table A21).

Water and sanitation conditions of homeworker communities in Myanmar are significantly poorer than the average of all countries, and the conditions in rural areas are generally much worse. While tap water coverage is 95.2% in urban areas, only 31.1% in rural families have access to tap water. Similar findings apply to the treatment of tap water: 85.7% of urban families treat water before drinking but only 16.4% do so in rural areas. Access to basic toilet amenities such as soap for handwashing and toilet paper is also lagging in Myanmar compared to the average of other countries, and this is particularly so in rural areas (Table A22).

CHART A2: NUMBER OF HEALTH ISSUES (ADULT WORKERS) AND SAFETY INDEX FOR HOMEWORK SETTINGS



1.3.7 VIETNAM

All Vietnamese homeworkers covered in this study live in rural areas (Table A12) and the communities have significantly better conditions in general compared to other countries. Much fewer families share toilets and there are fewer family members per room compared to all other countries. (Table A23).

As for the water and sanitation conditions of homeworker communities in Vietnam, lack of access to tap water is a major issue. Most families have wells, but we understood through interviews that many chose to forgo well water because they suspect that it's contaminated and chose to collect rain water for drinking instead. All families treat the water before drinking (Table A24).

1.4 HEALTH & SAFETY RISKS FOR HOME WORKERS

While worker related injuries are very rare, workers experience health issues such as headaches and dizziness (49.4%), pain in neck/back (47.0%), hand/arm (38.0%) and exhaustion (45.1%). While the pains workers experienced in the neck/back, hand/arm etc. could be directly linked to the type and the conditions of work, headaches and exhaustion might also be linked to common challenges in impoverished communities such as poor nutrition and anaemia. These results mirror some of the challenges we observe amongst the children, and naturally the parents' health is a direct risk for children, as we have seen in the chapter on working children: in households where only one parent can provide income, children seem more at risk to drop out of school early and start work. As such, the missing insurance coverage and the health challenges reflect the precarious situation many of the children are in.

It is positive to note, that in line with the basic health and safety conditions of home-based work settings, workers in global supply chains experienced significantly fewer health issues in general.

We created a Safety Index by averaging the basic health and safety conditions of home-based settings[102], and compared it with the number of health issues workers experienced in the past one month. As shown in the correlation graph below, we found a significant negative correlation between the number of health issues and the Safety Index for home-based settings[103]. The downward regression line indicates that the higher the safety index of a home-based work setting is, the smaller the number of health issues workers experienced (Chart A2).

TABLE A25: DO YOU GET TO NEGOTIATE YOUR PAYMENT?[108]

	Yes, depending on the type of work	Yes, depending on the client	Yes, depending on the hours I put into the order	Yes, I try to have the same pay rate for the same job from different clients	No, payment is not negotiable
All	39.0%	5.2%	2.8%	2.4%	51.8%
Adult workers	40.5%	5.5%	3.0%	2.4%	49.9%
Working children	19.4%	0.0%	0.0%	2.8%	77.8%
Homeworkers	33.3%	5.5%	2.2%	2.6%	57.7%
Workshop workers	61.0%	4.1%	4.9%	1.6%	29.3%

1.5 WAGE NEGOTIATION AND SATISFACTION

About half of the workers in this study do not get to negotiate their payment with their clients/customers (Table A25). For the ones who can negotiate their payment, negotiation is usually dependent on the type of product they produce. Since most of the workers in the study are piece-rate workers, few of them can negotiate their payment based on hours worked. When we compare negotiability of payment between different groups, we find that:

- The working children are less likely to be able to negotiate their payment[104].
- Workers in urban/semi-urban areas are more likely to be able to negotiate their payment than those in rural areas[105].
- Textile workers are more likely to be able to negotiate their pay[106], and handicraft workers, on the other hand, are less able[107].

TABLE A26: DO YOU THINK YOU ARE FAIRLY PAID FOR YOUR WORK?

	No	Sometimes (depending on the work/client)	Yes
All	18.7%	8.7%	72.5%
Global supply chains	10.28%	7.09%	82.62%
Adult workers	17%	9%	74%
working children	62%	0%	38%
Bangladesh	50.9%	9.4%	39.6%
China	6.9%	6.9%	86.2%
India	4.3%	8.6%	87.1%
Indonesia	21.9%	10.4%	67.7%
Malaysia	10.7%	25.0%	64.3%
Myanmar	18.2%	5.7%	76.1%
Vietnam	1.0%	5.1%	93.9%
Homeworkers	21.3%	8.8%	69.9%
Workshop workers	8.4%	8.4%	83.2%
Urban/Semi urban areas	24.6%	8.4%	67.1%
Rural areas	16.1%	8.9%	75.0%
Handicraft	12.4%	9.1%	78.6%
Textile	22.5%	9.0%	68.6%
Other industries	24.7%	9.6%	65.8%

When we look at workers' perception of fairness of pay, we find that those who can negotiate their payment are more likely to think of their payment as fair. There is also a strong link between workers'[109] wage levels and perception of fairness of their pay: the higher their earnings, the more likely they are to regard their payment as fair[110]. There is also a link between perception of fair pay and whether or not workers have other income sources: the ones with additional income are more likely to perceive their pay as fair[111].

Table A26 compares workers' perception of fair payment among different groups. What we find by looking at such differences is that:

- Workers producing for global supply chains are more likely to regard their payment as fair[112].
- Working children are less likely to be satisfied with their pay than adult workers[113].
- Compared to workshop workers, homeworkers are also less satisfied with their pay[114] even though there is no significant difference in their wages when excluding China.
- Workers in urban/semi-urban areas are all less satisfied with their payment than those in rural areas[115]. However, this is mostly due to having less additional income than the latter, and when we controlled for the additional income factors, no significant difference between urban and rural workers was found.
- When we look into the wages and additional incomes of different industries, we find that handicraft workers tend to be happier with their pay[116], while those in industries other than textile and handicrafts are significantly less satisfied with their pay[117].

Appendix 2

CASE STUDY OF NEST'S ETHICAL COMPLIANCE PROGRAMME FOR SMALL WORKSHOPS AND HOMES

Founded in 2006, Nest is a non-profit 501(c)(3) building a new handworker economy to generate global workforce inclusivity, improve women's wellbeing beyond factories, and preserve cultural traditions. Working hand in hand with brands, philanthropists, and artisan businesses, Nest is using radical transparency, data-driven development, and fair market access to connect craftspeople, brands, and consumers in a circular and human centric value chain.

Using a training first approach, Nest's matrix of over 100 compliance standards are used to assess the wide degree of variation in decentralised supply chains, which may result from factors such as multiple layers of subcontracting, migrant labour forces, and broad geographic dispersal. The Nest Standards stand apart for their dedication to cultural sensitivity and handworker ownership in decision-making every throughout the entire process from initial training through assessment and corrective action. Craft-businesses that score above the threshold level of compliance, as assessed against the Nest Standards for Homes and Small Workshops and verified by a third-party assessor, become eligible for the Nest Seal of Ethical Handcraft. The Nest Seal is a symbol of assurance letting consumers know that the items they shop, from fashion to furniture, have been ethically handcrafted, in portion or entirety, in a home or small workshop.

Understanding that compliance gaps often stem from a lack of training and education for artisan leaders, subcontractors, and home or small workshop based hand producers in artisan production supply chains, to acquaint them with helpful practices for ensuring worker rights and wellbeing, the Nest programme begins with an initial onsite training on the Nest Standards, carried out in-person by Nest staff. Trainings are followed up by an onsite assessment conducted by Nest staff 8-10 months following training and involve interviews with all key players in the supply chain, home visits, document review, and observation. Each Nest Standard used during assessment maps directly to corrective actions that the Nest organisation is equipped to implement to help lead artisan businesses on a path towards improved compliance and Seal eligibility.

CASE STUDY

At the point of entry to Nest's compliance programme for homes and small workshops, an India-based artisan business specialising in hand weaving was encountering difficulties empowering its workforce due to the lack of standardised process and worker training across its operations, creating challenges in ensuring that workers are aware of their rights. Supply chain transparency was limited as there were no systems to maintain worker documentation and verify worker ages. As is common practice across the craftsman economy, the artisan business compensated its workers per piece, a compensation structure that while not inherently unethical, is often carried out without use of standardised methodology to inform wage calculations. Worker wages were being determined largely subjectively with artisans receiving no education from the businesses' leadership surrounding how their wages were set. Concurrently, the artisan business had not instituted formalised health and safety guidelines for its workshops, and offered no formalised worker trainings on appropriate practices for ensuring health and safety. To address these challenges, Nest designed a phased corrective action plan customised to the artisan business' specific needs surrounding wage setting, and health and safety training.

During remediation, the artisan business implemented more formalised systems to protect worker rights by ensuring that workers had the opportunities and access to voice any concerns, issues, or violations of their rights. Appropriate age verification documentation was collected for all workers to optimise supply chain visibility, and protect children and prevent child labour. Nest helped to train workshop leaders on standardised models for calculating fair piece-rate wages based on scientific, yet simple, tools and methodology, helping to establish a verifiable system for mapping artisan wages to local minimum wage rates. To ensure workplace health and safety, fire extinguishers were installed in the workshop and first aid kits were introduced. Most importantly, the workers themselves were trained in proper fire safety measures, personal protective equipment usage, and safe use of equipment. These small changes to help standardise processes and educate workers, combined with other corrective action measures, helped put craftsmen on a path to improved rights and wellbeing.

One year later, Nest visited the artisan to conduct a post-training assessment. At this time, the business demonstrated clear improvements across worker rights, business transparency, child advocacy and protection, fair compensation, health and safety, and environmental care. The business was awarded access to the Nest Seal, giving them a means to communicate their ethical standards to brand clients and consumers alike, while encouraging them to continue their positive efforts to support craftsmen.

STUDY RESULTS

In this study, in addition to comparing health and safety conditions of workers who are linked with global supply chains, we specifically looked at differences between workers benefiting from Nest's Ethical Compliance Program for Small Workshops and Homes and those who are not. 26.3% of workers in the study belong to Nest's compliance programme. Note that there is an overlap with workers "in global supply chains" where this category includes all workers benefiting from Nest's compliance programme, but not all workers in global supply chains are benefiting from Nest's programme.

As displayed in Table A27, workers who are benefiting from Nest's Compliance Programme have significantly better health and safety conditions than those who are not. The difference is drastic in some categories such as the safety of floors and availability of fire extinguishers, which are quite poor in other workplaces.

As shown in Table A28, when we compare the work-related injuries workers experienced in the past one years, we can see that the percentage experiencing minor injuries are significantly smaller among workers benefiting from Nest's Compliance Programme. For the workers who experienced minor injuries, the average number that they have experienced in the past one year is also significantly smaller for workers in Nest's programme. As for the bigger injuries that required a trip to the hospital/clinic, no worker benefiting from Nest' s compliance programme experience any.

TABLE A27: HEALTH AND SAFETY CONDITIONS OF HOMEWORK SETTINGS[118]

Answer	All	NOT benefiting from Nest's Program	Benefiting from Nest's Program
No cracks on the walls	74.2%	70.9%	83.3%
Floors free from protruding nails, splinters, holes and loose boards	41.1%	30.0%	74.7%
Adequate light	88.9%	85.9%	97.0%
Clean work area	87.2%	84.0%	96.0%
Moderate noise	81.2%	79.3%	85.9%
Enough exits to allow prompt escape	87.8%	84.2%	97.7%
Exits and exit routes accessible	84.0%	79.5%	96.6%
Enough fire extinguishers present	24.3%	12.4%	65.7%
Legally installed electricity	74.5%	67.0%	95.0%
Adequate ventilation	87.3%	84.5%	93.9%
Moderate temperature	92.4%	95.0%	85.0%
Moderate dust	84.1%	84.4%	83.1%

TABLE A28: WORK-RELATED INJURIES IN THE PAST ONE YEAR[119]

	All	NOT benefiting from Nest's Programme	Benefiting from Nest's Programme
Minor injuries (didn't need a trip to the hospital/ clinic)	10.9%	11.8%	8.6%
Average Number of minor injuries (if experienced)	2.9	3.2	0.9
Injuries that needed a visit to the hospital/ clinic	2.4%	3.3%	0.0%
Average Number of bigger injuries (if experienced)	2.3	2.3	.
No injuries	86.7%	84.9%	91.5%

Appendix 3

ADDITIONAL TABLES FOR REFERENCE

TABLE A29: CLIENTS/CUSTOMERS OF WORKERS[120]

	Individual customers/ consumers	Suppliers/ middle men	Corporates	Retailors/ shops	Domestic brands	International brands	I don't know	Other (please describe)
All	16.0%	30.3%	3.4%	5.7%	8.9%	19.8%	29.1%	2.1%
Bangladesh	26.9%	42.6%	0.0%	6.5%	0.9%	20.4%	7.4%	0.9%
China	5.4%	29.7%	13.5%	5.4%	2.7%	40.5%	24.3%	2.7%
India	8.8%	50.5%	1.1%	1.1%	38.5%	1.1%	39.6%	0.0%
Indonesia	0.0%	5.6%	11.1%	1.1%	0.0%	1.1%	84.4%	2.2%
Malaysia	38.9%	2.8%	0.0%	36.1%	22.2%	22.2%	2.8%	0.0%
Myanmar	37.0%	54.3%	3.3%	8.7%	2.2%	0.0%	4.3%	7.6%
Vietnam	2.8%	10.3%	0.0%	0.0%	2.8%	59.8%	27.1%	0.9%
Homeworkers	19.0%	32.0%	2.7%	4.1%	8.8%	17.5%	28.8%	2.5%
Workshop workers	5.0%	24.2%	5.8%	11.7%	9.2%	28.3%	30.0%	0.8%
Adult workers	15.6%	30.3%	3.6%	5.9%	9.5%	21.2%	28.4%	1.7%
Working children	21.6%	29.7%	0.0%	2.7%	0.0%	0.0%	37.8%	8.1%

TABLE A30: GLOBAL SUPPLY CHAINS, INTERNATIONAL CLIENTS AND NEST COMPLIANCE PROGRAMME[121]

	Global supply chains (confirmed by partners)	International brand clients reported by workers	Nest compliance programme
All	51.6%	19.8%	26.3%
Bangladesh	20.7%	20.4%	0.0%
China	18.9%	40.5%	0.0%
India	100.0%	1.1%	54.6%
Indonesia	99.0%	1.1%	100%
Malaysia	0.0%	22.2%	0.0%
Myanmar	0.0%	0.0%	0.0%
Vietnam	69.2%	59.8%	0.0%
Homeworkers	47.8%	17.5%	28.3%
Workshop workers	65.9%	28.3%	18.7%
Adult workers	54.4%	21.2%	28.0%
Working children	10.8%	0.0%	0.0%

TABLE A31: BREASTFEEDING LENGTH AND BREAK FROM WORK

	Months of breastfeeding[122]	Took break from work for breastfeeding[123]	Length of break taken from work (months)[124]
All	17.8	39.7%	13.9
Bangladesh	19.3	20.4%	18.4
China	8.2	39.7%	12.0
India	19.0	12.5%	13.6
Indonesia	8.0	31.6%	
Malaysia	18.6	16.1%	6.5
Myanmar	22.2	8.3%	9.3
Vietnam	18.8	67.4%	15.9
Homeworkers	18.8	47.3%	14.2
Workshop workers	14.1	16.0%	9.3
Urban/Semi urban areas	15.2	17.7%	13.2
Rural areas	19.2	52.3%	14.0

TABLE A32: WHICH OF THE FOLLOWING LOCATIONS WOULD YOU PREFER TO WORK AT? (ADULT HOMEWORKERS)

	At my home	At a small workshop	At a factory	At someone's home-based business	Other
All	95.8%	1.2%	2.0%	0.5%	0.5%
Female workers	96.1%	1.4%	1.7%	0.6%	0.3%
Male workers	93.8%	0.0%	4.2%	0.0%	2.1%

TABLE A33: REASONS FOR WORKING FROM HOME (ADULT HOMEWORKERS)

	Flexibility allows more time for house work and/or children'	My family does not allow me to work elsewhere	I have no one else to take care of children at home	Working outside is costlier (transportation cost etc.)	Working at home is safer	My children will have better protection if I stay at home	I couldn't find any other jobs	Other (please describe)
All	92.0%	8.5%	31.7%	5.9%	31.5%	36.2%	4.0%	5.9%
Bangladesh	86.4%	22.7%	10.6%	16.7%	57.6%	18.2%	6.1%	6.1%
China	91.7%	0.0%	50.0%	0.0%	0.0%	8.3%	0.0%	25.0%
India	88.2%	4.4%	10.3%	1.5%	29.4%	17.6%	7.4%	7.4%
Indonesia	90.8%	5.3%	22.4%	5.3%	35.5%	52.6%	2.6%	1.3%
Malaysia	91.7%	4.2%	33.3%	20.8%	20.8%	25.0%	8.3%	8.3%
Myanmar	92.7%	12.2%	69.5%	2.4%	43.9%	51.2%	2.4%	0.0%
Vietnam	99.0%	3.1%	33.7%	2.0%	8.2%	41.8%	2.0%	10.2%

TABLE A34: AGE, GENDER AND AVERAGE HOURS OF CHILDREN WHO WORK FULL-TIME WITH THEIR PARENTS (HOMEWORKERS)[125]

Age	All	Boy	Girl	Average Work hours per day
All	15	3	12	8.9
12 years old	1	0	1	13.0
14 years old	2	1	1	10.3
15 years old	4	1	3	8.9
16 years old	3	1	2	9.5
17 years old	5	0	5	7.3

TABLE A35: AGE WHEN STARTED TO WORK FULL-TIME WITH THEIR PARENTS (HOMEWORKERS)[126]

Age	All	Boy	Girl
10 years old and younger	7	1	6
11-14 years old	6	2	4
15-17 years old	2	0	2
Average age:	11.3	10.7	11.4

TABLE A36: DO ANY OF YOUR CHILDREN UNDER 18 HELP YOU WITH YOUR WORK? (HOMEWORKERS)[127]

	Yes
All	19.0%
Urban/Semi-urban	28.57%
Rural	16.16%
Children's interview	19.6%
Bangladesh	33.3%
China	41.7%
India	11.8%
Indonesia	13.2%
Malaysia	25.0%
Myanmar	25.6%
Vietnam	9.2%

TABLE A37: AGE AND GENDER OF CHILDREN WHO HELP THEIR PARENTS WITH WORK

	All		Boy		Girl	
All	98		35		63	
11 years old and younger	26	26.5%	11	31.4%	15	23.8%
12-14 years old	33	33.7%	16	45.7%	17	27.0%
15-17 years old	39	39.8%	8	22.9%	31	49.2%
5 years old	1	1.0%	1	2.9%	0	0.0%
6 years old	2	2.0%	1	2.9%	1	1.6%
7 years old	3	3.1%	1	2.9%	2	3.2%
8 years old	5	5.1%	1	2.9%	4	6.4%
9 years old	1	1.0%	0	0.0%	1	1.6%
10 years old	14	14.3%	7	20.0%	7	11.1%
11 years old	4	4.1%	0	0.0%	4	6.4%
12 years old	9	9.2%	3	8.6%	6	9.5%
13 years old	8	8.2%	5	14.3%	3	4.8%
14 years old	12	12.2%	8	22.9%	4	6.4%
15 years old	15	15.3%	4	11.4%	11	17.5%
16 years old	10	10.2%	2	5.7%	8	12.7%
17 years old	14	14.3%	2	5.7%	12	19.1%
Average age	13.0		12.4		13.3	

TABLE A38: AGE AND GENDER OF CHILDREN WHO HELP THEIR PARENTS WITH WORK (CHILDREN'S INTERVIEWS)[128]

Age	All	Boy	Girl
All	10	2	8
10 years old	3	0	3
13 years old	1	0	1
14 years old	1	0	1
15 years old	4	2	2
16 years old	1	0	1
Average age:	13.3	15	12.9

TABLE A39: AGE WHEN CHILDREN STARTED TO HELP THEIR PARENTS FROM CHILDREN'S INTERVIEWS (CHILDREN'S INTERVIEWS)[129]

Age	All	Boy	Girl
All	9	2	7
4 years old	1	1	0
5 years old	6	1	5
12 years old	1	0	1
14 years old	1	0	1

TABLE A40: REASONS FOR HOMEWORKERS' CHILDREN TO HELP PARENTS WITH WORK[130]

Was there a particular reason that your child/children started helping with your work?	
No reason (just old enough to help)	45.70%
To learn the family craft	11.10%
I started to have more orders	11.10%
He/she dropped out of school and had nothing else to do	4.90%
The extra help would bring more income into the household	25.90%
Other (please describe)	1.20%

How do your children generally regard helping you with your work?	
A household chore/ family expectation	70.90%
A future trade/ business	7.60%
Both	6.30%
I don't know	15.20%

TABLE A41: WHAT LEVEL OF EDUCATION DO YOU EXPECT YOUR CHILDREN UNDER THE AGE OF 18 TO COMPLETE?[131]

Answers	
I don't know	13.2%
It's up to them	13.3%
Elementary/primary school	0.2%
Middle school/lower secondary school	0.8%
High school/higher secondary school/vocational high school/technical schools	11.4%
Higher education (college or above)	61.0%

TABLE A42: WHO TAKES CARE OF YOUR CHILD/CHILDREN WHEN YOU ARE AWAY FROM HOME/AT WORK?

Answer	My spouse	His/her grandparents	His/her older siblings	Other relatives	Community day-care/ kindergarten/school	He/she is left home unattended
All	33.7%	44.3%	9.7%	17.3%	2.2%	12.7%
Female workers	25.7%	47.6%	9.5%	18.5%	2.2%	14.5%
Male workers	85.5%	22.6%	11.3%	9.7%	1.6%	1.6%
For parents with children under the age of 14	35.1%	47.8%	11.6%	18.1%	2.7%	6.5%
For parents with children under the age of 6	39.6%	48.8%	11.0%	22.6%	3.0%	1.8%
Homeworkers	33.3%	45.2%	10.2%	19.5%	1.7%	10.5%
Workshop workers	34.9%	41.3%	8.3%	10.1%	3.7%	20.2%

TABLE A43: TIME FOR CHILDCARE[132]

Do working hours allow sufficient time for child care?	Yes	Mostly, but not always	No
All	62.6%	30.3%	7.2%
Female workers	65.9%	28.6%	5.5%
Male workers	38.8%	41.8%	19.4%
Bangladesh	80.2%	15.4%	4.4%
Bangladesh Factory Data for Reference[133]	17.5%	62.1%	20.4%
China	62.2%	32.4%	5.4%
India	55.7%	35.1%	9.3%
Indonesia	64.7%	26.3%	9.1%
Malaysia	44.4%	50.0%	5.6%
Myanmar	54.9%	34.2%	11.0%
Vietnam	64.0%	32.0%	4.0%
Vietnam Factory[134] Data for Reference[135]	33.0%	53.9%	7.4%
Homeworkers	66.9%	26.3%	6.8%
Workshop workers	46.6%	44.8%	8.6%

TABLE A44: ABOUT HOW MANY HOURS A DAY IS YOUR CHILD/ YOUR CHILDREN LEFT WITHOUT THE CARE OF AN ADULT?

	For parents with children under the age of 14[137]	For parents with children under the age of 6[138]
All	6.1	6.4
Homeworkers	5.2	5.8
Workshop workers	7.2	7.3

TABLE A45: WHY DO YOUR CHILDREN COME TO YOUR WORKSHOP? WHAT DO YOUR CHILDREN DO WHEN THEY ARE AT YOUR WORKSHOP?

Why do your children come to your workshop?	
To help me with my work	6.1%
I have no one to watch them at home	26.5%
They are too young to go to kindergarten or school	8.2%
They are safer by my side than at home	18.4%
No specific reason, just to come visit	34.7%
Other	18.4%

What do your children do when they are at your workshop?	
They help me with my work	5.9%
They play inside the workshop	27.5%
They play outside the workshop	29.4%
They do their homework	27.5%
They watch and learn my artisan skills	23.5%
Nothing/other	19.6%

TABLE A46: WORK-RELATED INJURIES WORKERS' CHILDREN EXPERIENCED IN THE PAST ONE YEAR[139]

	Minor injuries (didn't need a trip to the hospital/ clinic)	Average Number of minor injuries (if experienced)	Injuries that needed a visit to the hospital/ clinic	Average Number of bigger injuries (if experienced)	No injuries
All	2.0%	3.4	0.2%	.	97.8%
Global supply chains	0.7%	.	0.3%	.	99.0%
Home-based (including someone's home)	12.0%	3.8	2.5%	.	85.4%
Small workshops	5.8%	.	1.9%	.	92.2%

TABLE A47: HEALTH ISSUES WORKERS' CHILDREN EXPERIENCED IN PAST ONE MONTH[140]

	Headache or feeling dizzy	Pain in neck/ back	Pain in hand/arm	Pain in foot/leg	Sore eyes	Itchy or painful skin	Exhaustion	Loss of appetite, upset stomach, etc.	Heatstroke
All	8.4%	1.9%	1.9%	2.7%	2.9%	4.8%	2.9%	7.6%	2.1%
Bangladesh	19.8%	2.4%	6.0%	7.4%	6.0%	19.8%	7.4%	16.0%	0.0%
China	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%
India	4.1%	3.1%	2.1%	5.2%	7.2%	4.1%	4.1%	19.6%	2.1%
Indonesia	8.9%	2.2%	0.0%	0.0%	1.1%	1.1%	1.1%	1.1%	1.1%
Malaysia	11.1%	2.8%	8.3%	0.0%	0.0%	8.3%	8.3%	5.6%	2.8%
Myanmar	6.7%	2.6%	0.0%	2.7%	1.3%	1.4%	1.3%	4.0%	9.5%
Vietnam	6.1%	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%

TABLE A48: HEALTH ISSUES FACTORY WORKERS' CHILDREN EXPERIENCED IN PAST ONE MONTH (FOR REFERENCE)

	Headache or feeling dizzy	Pain in neck/back	Pain in hand/arm	Pain in foot/leg	Itchy or painful skin	Exhaustion	Loss of appetite, upset stomach, etc.
All	8.4%	1.9%	1.9%	2.7%	4.8%	2.9%	7.6%
Bangladesh	8.1%	1.4%	2.5%	2.5%	2.6%	9.7%	2.5%
Vietnam	17.9%	.	.	.	11.5%	.	13.2%

TABLE A49: PERCEIVED IMPACT OF WORK ON CHILDREN'S HEALTH

	No significant impact	More positive impact	More negative impact	I don't know
All	77.7%	1.4%	7.7%	13.3%
Bangladesh	57.1%	1.1%	27.5%	14.3%
China	91.4%	0.0%	0.0%	8.6%
India	94.7%	1.1%	1.1%	3.2%
Indonesia	69.2%	2.2%	4.4%	24.2%
Malaysia	48.5%	6.1%	3.0%	42.4%
Myanmar	74.0%	1.3%	10.4%	14.3%
Vietnam	95.9%	0.0%	1.0%	3.1%
Homeworkers	77.7%	1.4%	7.7%	13.3%
Workshop workers	78.4%	1.7%	6.4%	13.5%

TABLE A50: INSURANCE COVERAGE FOR WORKERS' CHILDREN[142]

	No insurance	Government provided insurance[143]	Work provided insurance[144]	Private insurance
All	50.9%	39.2%	2.9%	7.0%
Bangladesh	92.7%	1.8%	0.0%	5.5%
China	5.7%	37.1%	20.0%	37.1%
India	91.8%	5.9%	0.0%	2.4%
Indonesia	23.2%	70.7%	6.1%	0.0%
Malaysia	90.9%	0.0%	0.0%	9.1%
Myanmar	100.0%	0.0%	0.0%	0.0%
Vietnam	2.0%	87.8%	0.0%	10.2%
Urban/Semi urban areas	68.6%	10.2%	4.2%	17.0%
Rural areas	44.5%	49.7%	2.4%	3.4%

TABLE A51: ARE YOU CURRENTLY BREASTFEEDING A CHILD?

	Women with children aged 2 or younger[145]	Women with children aged 1 or younger[146]
All	61.1%	74.3%
Bangladesh	84.6%	100.0%
China	0.0%	75.0%
India	50.0%	66.7%
Indonesia	28.6%	50.0%
Malaysia	50.0%	80.0%
Myanmar	85.7%	40.0%
Vietnam	33.3%	74.3%

TABLE A52: PARENTS' OCCUPATION FOR WORKING CHILDREN

	Father's Occupation			Mother's Occupation		
	All	In school	Out of School	All	In school	Out of School
Farmer	18.2%	23.5%	12.5%	5.7%	5.9%	5.6%
Self-employed	3.0%	0.0%	6.3%	11.4%	5.9%	16.7%
Home-based worker	6.1%	5.9%	6.3%	40.0%	47.1%	33.3%
Factory/ workshop worker	6.1%	5.9%	6.3%	2.9%	0.0%	5.6%
Unemployed/ Housewife	6.1%	5.9%	6.3%	34.3%	41.2%	27.8%
Service	21.2%	35.3%	6.3%	0.0%	0.0%	0.0%
Died/left	12.1%	5.9%	18.8%	2.9%	0.0%	5.6%
Odd jobs	12.1%	0.0%	25.0%	0.0%	0.0%	0.0%
Other, please specify:	15.2%	17.7%	12.5%	2.9%	0.0%	5.6%

TABLE A53: NUMBER OF SIBLINGS (WORKING CHILDREN)[147]

	No sibling	1 sibling	2 siblings	3 or more siblings
All	8.6%	22.9%	31.4%	37.1%
Bangladesh	15.8%	21.1%	42.1%	21.1%
Myanmar	0.0%	0.0%	11.1%	88.9%
Vietnam	0.0%	57.1%	28.6%	14.3%

TABLE A54: HOW SAFE DO YOU FEEL IN THE FOLLOWING LOCATIONS? (WORKING CHILDREN)[148]

	Very safe	Mostly safe	Not so safe	Very unsafe
At home	86.7%	13.3%	0.0%	0.0%
Commute to work[149]	75.0%	8.3%	8.3%	8.3%
At work	78.6%	14.3%	7.1%	0.0%

TABLE A55: STILL IN SCHOOL? (WORKING CHILDREN)[150]

	In school	Out of school
All	48.7%	51.4%
Bangladesh	55.0%	45.0%
Myanmar	20.0%	80.0%
Vietnam	71.4%	28.6%

TABLE A56: COMPLETED GRADES FOR SCHOOL DROP-OUTS[151]

Completed grades	Frequency
1st grade	1
4th grade	5
5th grade	5
6th grade	1
8th grade	1
9th grade	4
10th grade	1

TABLE A57: HOW IS YOUR PAYMENT CALCULATED?[152]

	By piece	By work hours	Fixed wage by day/week/month
All	94.4%	0.9%	4.7%
Homeworkers	97.3%	0.4%	2.2%
Workshop workers	83.5%	2.5%	14.1%

TABLE A58: ADDITIONAL INCOME BESIDES EARNINGS FROM ARTISAN WORK[153]

	No additional income	From growing crops/agricultural products	Form another family business	From other employment	spouses' income	children's income	Other (rent, other relatives, parents etc.)
All	39.2%	23.3%	5.5%	3.9%	43.2%	3.7%	3.5%
Adult workers	35.9%	24.3%	5.5%	4.1%	44.9%	3.9%	2.4%
Young workers	75.0%	0.0%	2.8%	0.0%	2.8%	0.0%	19.4%
Bangladesh	64.0%	3.6%	9.9%	2.7%	20.7%	1.8%	5.4%
China	43.2%	0.0%	2.7%	10.8%	43.2%	0.0%	5.4%
India	49.0%	29.2%	1.0%	4.2%	16.7%	0.0%	2.1%
Indonesia	43.4%	25.3%	2.0%	4.0%	32.3%	2.0%	0.0%
Malaysia	47.2%	0.0%	0.0%	13.9%	36.1%	8.3%	5.6%
Myanmar	21.7%	5.4%	2.2%	0.0%	65.2%	10.9%	6.5%
Vietnam	7.4%	64.8%	13.0%	1.9%	78.7%	3.7%	1.9%
Homeworkers	30.5%	27.9%	6.4%	2.6%	48.5%	4.6%	3.5%
Workshop workers	67.5%	4.1%	1.6%	8.1%	19.5%	0.0%	3.3%
Urban/Semi urban areas	51.3%	1.0%	4.7%	5.8%	35.1%	3.1%	4.7%
Rural areas	31.9%	33.7%	5.7%	2.8%	46.1%	3.9%	2.6%
Handicraft	27.6%	38.1%	6.6%	3.1%	54.1%	5.1%	1.9%
Textile	45.2%	13.4%	4.6%	5.0%	30.7%	2.7%	5.4%
Other industries	48.8%	3.7%	6.1%	2.4%	45.1%	1.2%	1.2%

TABLE A59: DOES YOUR FAMILY INCOME COVER YOUR BASIC LIVING EXPENSES?

	Yes, and we can save up	Yes, but we spend all our income on basic expenses and debt payments	No, it doesn't cover all our basic expenses and debt payments
All	35.1%	42.2%	22.7%
Bangladesh	22.5%	44.1%	33.3%
China	37.8%	43.2%	18.9%
India	22.7%	47.4%	29.9%
Indonesia	23.2%	50.5%	26.3%
Malaysia	30.6%	41.7%	27.8%
Myanmar	27.2%	48.9%	23.9%
Vietnam	77.1%	22.0%	0.9%
Bangladesh Factories for Reference[154]	51.9%	32.6%	15.5%
Vietnam Factories for Reference[155]	69.1%	19.6%	11.3%
Homeworkers	39.5%	39.3%	21.2%
Workshop workers	18.7%	52.9%	28.5%
Urban/Semi urban areas	28.3%	49.2%	22.5%
Rural areas	38.1%	38.9%	22.9%

TABLE A60: FLEXIBILITY OF WORK HOURS (ADULT WORKERS)[156]

	Yes, work hours are flexible, I work as much as I want	Yes, work hours were negotiated before I started the job	No, work hours depend on the volume of order	No, work hours are fixed
All	78.6%	3.9%	10.0%	7.6%
Homeworkers	88.0%	1.6%	9.4%	0.9%
Workshop workers	44.0%	12.1%	12.1%	31.9%

TABLE A61: AVERAGE HOURS SPENT ON THE ARTISAN WORK PER DAY (ADULT WORKERS)[157]

	Yes, and we can save up
Bangladesh	7.4
China	8.2
India	5.9
Indonesia	7.9
Malaysia	5.7
Myanmar	8.6
Vietnam	6.5
Homeworkers	6.9
Workshop workers	8.0

TABLE A62: WATER AND SANITATION CONDITIONS IN HOMEWORKER COMMUNITIES[158]

	Tap water	Drinking water filtered/boiled	Toilets	Toilets clean	Soap in the toilets	House in urban slum
All	67.2%	59.3%	90.2%	79.4%	68.9%	40.0%
Urban/ Semi-urban	83.5%	55.7%	92.1%	84.7%	64.4%	40.0%
Rural	63.3%	60.1%	89.8%	78.2%	70.0%	.
Bangladesh	97.3%	29.6%	94.7%	73.6%	56.8%	52.2%
India	44.8%	20.3%	56.7%	53.2%	77.8%	.
Indonesia	93.3%	90.8%	98.7%	94.7%	97.1%	.
Myanmar	49.4%	35.3%	96.2%	89.9%	55.8%	.
Vietnam	55.8%	100.0%	98.0%	79.8%	63.3%	.

TABLE A63: HEALTH AND SAFETY CONDITIONS OF HOMEWORK SETTINGS[159]

	All	Bangladesh	India	Indonesia	Myanmar	Vietnam
No cracks on the walls	74.2%	58.4%	77.6%	86.4%	90.5%	64.6%
Floors free from protruding nails, splinters, holes and loose boards	41.1%	8.5%	68.4%	73.2%	34.7%	40.2%
Adequate light	88.9%	57.1%	95.5%	97.9%	98.8%	96.1%
Clean work area	87.2%	63.0%	98.5%	93.8%	89.0%	94.2%
Moderate noise	81.2%	91.7%	80.3%	89.6%	57.8%	89.1%
Enough exits to allow prompt escape	87.8%	54.4%	93.4%	95.1%	97.5%	97.6%
Exits and exit routes accessible	84.0%	40.6%	90.0%	95.2%	98.7%	97.5%
Enough fire extinguishers present	24.3%	9.7%	87.8%	45.5%	5.2%	6.3%
Legally installed electricity	74.5%	88.2%	74.6%	98.0%	65.9%	60.0%
Adequate ventilation	87.3%	59.7%	88.1%	97.9%	97.6%	97.1%
Moderate temperature	92.4%	92.2%	81.8%	93.9%	97.6%	94.2%
Moderate dust	84.1%	94.6%	59.5%	89.8%	68.7%	95.1%

TABLE A64: WORK-RELATED INJURIES IN THE PAST ONE YEAR[160]

	Minor injuries (didn't need a trip to the hospital/ clinic)	Average Number of minor injuries (if experienced)	Injuries that needed a visit to the hospital/ clinic	Average Number of bigger injuries (if experienced)	No injuries
All	10.9%	2.9	2.4%	2.3	86.7%
Global supply chains	5.4%	1.3	0.7%	.	94.0%
Adult workers	10.6%	2.8	2.0%	2.5	87.4%
Young workers	16.2%	3.2	8.1%	1.7	75.7%
Female workers	10.3%	2.3	2.2%	2.7	87.5%
Male workers	15.1%	5.9	4.1%	0.7	80.8%
Bangladesh	26.1%	4.2	9.0%	2.9	64.9%
China	5.4%	1.5	0.0%	.	94.6%
India	7.2%	1.2	0.0%	.	92.8%
Indonesia	6.1%	0.3	0.0%	.	93.9%
Malaysia	16.7%	0.8	0.0%	.	83.3%
Myanmar	8.7%	2.7	3.3%	.	88.0%
Vietnam	4.7%	2.0	0.9%	.	94.4%
Home-based (including someone's home)	12.0%	2.4	2.5%	1.8	85.4%
Small workshops	5.8%	6.5	1.9%	5.0	92.2%
Handicraft	9.4%	3.2	0.4%	0.0	90.2%
Textile	11.8%	2.4	3.8%	3.0	84.4%
Other industries	13.4%	3.6	4.9%	3.3	81.7%

TABLE A65: HEALTH ISSUES ADULT WORKERS EXPERIENCED IN PAST ONE MONTH[161]

	Headache or feeling dizzy	Pain in neck/ back	Pain in hand/arm	Pain in foot/leg	Sore eyes	Itchy or painful skin	Exhaustion	Loss of appetite, upset stomach, etc.	Heatstroke
All	49.4%	47.0%	38.0%	29.4%	15.4%	13.2%	45.1%	21.4%	9.9%
Bangladesh	54.3%	54.2%	48.2%	45.7%	14.3%	17.3%	66.7%	19.8%	6.2%
China	8.1%	29.7%	21.6%	8.1%	32.4%	10.8%	16.2%	0.0%	2.7%
India	39.2%	38.1%	33.0%	36.1%	21.6%	6.2%	40.2%	23.7%	4.1%
Indonesia	66.7%	50.0%	60.0%	25.6%	4.4%	23.4%	73.3%	24.4%	14.4%
Malaysia	80.6%	75.0%	61.1%	75.0%	16.7%	25.0%	52.8%	33.3%	19.4%
Myanmar	68.0%	61.5%	36.0%	21.6%	19.5%	6.8%	56.0%	24.0%	16.2%
Vietnam	29.6%	31.6%	14.3%	10.2%	10.2%	8.2%	6.1%	19.4%	9.2%

TABLE A66: AVERAGE NUMBER OF HEALTH ISSUES WORKERS EXPERIENCED (ADULT WORKERS)[162]

	All	Global supply chains
All	2.7	2.2
Female workers	3.3	2.2
Male workers	3.4	2.6
Bangladesh	3.3	1.4
China	1.4	1.3
India	2.5	2.5
Indonesia	3.3	3.4
Malaysia	4.6	.
Myanmar	3.0	.
Vietnam	1.4	0.7
Home-based (including someone's home)	2.9	2.4
Small workshops	1.8	1.6
Urban/Semi urban areas	2.7	1.8
Rural areas	2.7	2.3
Handicraft	2.6	2.2
Textile	2.6	2.3
Other industries	3.1	1.4

TABLE A67: HOW SAFE DO YOU FEEL IN THE FOLLOWING LOCATIONS?[163]

	Very safe	Mostly safe	Not so safe	Very unsafe
	All			
At home	78.5%	20.9%	0.5%	0.0%
Commute to work[150]	37.6%	51.4%	10.1%	0.9%
At work	49.1%	48.2%	2.7%	0.0%
	Female Workers			
At home	81.0%	18.4%	0.6%	0.0%
Commute to work[151]	42.1%	47.4%	10.5%	0.0%
At work	54.0%	44.7%	1.3%	0.0%
	Male Workers			
At home	62.3%	37.7%	0.0%	0.0%
Commute to work[152]	17.7%	70.6%	5.9%	5.9%
At work	47.4%	42.1%	10.5%	0.0%

TABLE A68: PERCEIVED IMPACT OF WORK ON WORKERS' HEALTH[167]

	Minor injuries (didn't need a trip to the hospital/ clinic)	Average Number of minor injuries (if experienced)	Injuries that needed a visit to the hospital/ clinic	No injuries
All	64.6%	5.9%	19.0%	10.6%
Global supply chains	74.0%	6.6%	10.1%	9.4%
Adult workers	64.8%	6.1%	19.4%	9.8%
Young workers	62.2%	2.7%	13.5%	21.6%
Bangladesh	48.7%	8.1%	42.3%	0.9%
China	85.7%	0.0%	11.4%	2.9%
India	72.3%	14.9%	9.6%	3.2%
Indonesia	66.3%	4.4%	5.4%	23.9%
Malaysia	45.5%	12.1%	0.0%	42.4%
Myanmar	44.8%	2.3%	36.8%	16.1%
Vietnam	87.9%	0.0%	8.4%	3.7%
Home settings	64.1%	4.8%	19.9%	11.2%
Workshop settings	68.0%	11.0%	15.0%	6.0%
Handicraft	74.1%	2.4%	9.7%	13.8%
Textile	59.1%	9.1%	25.8%	6.0%
Other industries	48.8%	6.3%	27.5%	17.5%

TABLE A69: VISITED GOVERNMENT HEALTH CLINIC/ HOSPITAL IN THE PAST 6 MONTHS

	Visited Government Hospital/Clinic[168]	Satisfaction Rate[169]
All	38.8%	63.2
Adult workers	40.3%	63.6
Young workers	16.7%	50.0
Bangladesh	35.2%	49.3
China	46.0%	79.4
India	26.0%	68.3
Indonesia	47.5%	48.3
Malaysia	58.3%	75.0
Myanmar	34.8%	69.2
Vietnam	40.2%	71.5
Urban/Semi urban areas	41.3%	66.6
Rural areas	37.8%	61.4

TABLE A70: REASONS FOR NOT VISING THE GOVERNMENT HEALTH CLINIC/HOSPITAL[170]

	I wasn't sick or didn't have to go	I didn't think they could help me	It was too expensive	I don't have time to go	The service is poor	I prefer private clinics or pharmacies	Other
All	77.1%	4.7%	1.8%	2.1%	2.1%	9.1%	3.2%
Adult workers	76.0%	5.1%	1.9%	2.2%	2.2%	9.3%	3.2%
Young workers	89.3%	0.0%	0.0%	0.0%	0.0%	7.1%	3.6%
Bangladesh	80.0%	1.4%	2.9%	5.7%	4.3%	4.3%	1.4%
China	90.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%
India	33.8%	21.1%	0.0%	0.0%	4.2%	29.6%	11.3%
Indonesia	80.0%	0.0%	4.0%	4.0%	2.0%	6.0%	4.0%
Malaysia	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Myanmar	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Vietnam	92.2%	0.0%	0.0%	1.6%	0.0%	6.3%	0.0%
Urban/Semi urban areas	84.6%	0.0%	3.6%	1.8%	4.6%	3.6%	1.8%
Rural areas	73.3%	7.0%	0.9%	2.2%	0.9%	11.8%	4.0%

TABLE A71: WHO PAID FOR YOUR MEDICAL EXPENSES LAST TIME YOU VISITED A HOSPITAL/SAW A DOCTOR?[171]

	Insurance	Myself/my family	My boss/work	Other
All	30.5%	65.0%	1.5%	3.0%
Adult workers	31.2%	64.8%	1.3%	2.7%
Young workers	18.2%	68.2%	4.6%	9.1%
Bangladesh	0.0%	92.7%	4.9%	2.4%
China	22.2%	77.8%	0.0%	0.0%
India	1.2%	98.9%	0.0%	0.0%
Indonesia	55.3%	36.2%	6.4%	2.1%
Malaysia	0.0%	84.9%	0.0%	15.2%
Myanmar	0.0%	90.2%	1.6%	8.2%
Vietnam	87.1%	12.9%	0.0%	0.0%
Homeworkers	32.7%	63.2%	0.9%	3.1%
Workshop workers[172]	21.1%	72.4%	4.0%	2.6%

TABLE A72: INSURANCE COVERAGE FOR WORKERS[173]

	No insurance	Government provided insurance[174]	Work provided insurance[175]	Private insurance
All	52.1%	36.5%	7.5%	6.2%
Bangladesh	93.6%	0.0%	0.0%	6.4%
China	13.5%	37.8%	48.6%	2.7%
India	91.8%	5.9%	0.0%	4.7%
Indonesia	10.1%	76.8%	14.1%	0.0%
Malaysia	85.3%	0.0%	0.0%	14.7%
Myanmar	100.0%	0.0%	0.0%	0.0%
Vietnam	11.4%	77.1%	3.8%	14.3%
Homeworkers	51.9%	38.4%	5.5%	6.0%
Workshop workers	52.6%	28.9%	15.5%	7.2%

TABLE A73: STRUGGLED TO PAY FOR HEALTHCARE COSTS[176]

	All	Visited Government Clinic/Hospital In the past 6 months
All	36.4%	39.5%
Adult workers	36.6%	39.6%
Young workers	33.3%	33.3%
Bangladesh	56.0%	60.5%
China	10.8%	0.0%
India	70.8%	80.0%
Indonesia	27.6%	37.0%
Malaysia	38.9%	52.4%
Myanmar	23.3%	39.3%
Vietnam	12.2%	9.3%
Homeworkers	34.4%	38.1%
Workshop workers	43.8%	45.2%
Urban/Semi urban areas	49.2%	54.6%
Rural areas	30.3%	31.2%

TABLE A74: WORKERS IN GLOBAL SUPPLY CHAINS[177]

	Global supply chains (confirmed by partners)	Global supply chains known by workers	Global supply chains unknown to workers
All	51.6%	32.4%	67.6%
Bangladesh	20.7%	91.3%	8.7%
China	18.9%	100.0%	0.0%
India	100.0%	1.1%	98.9%
Indonesia	99.0%	1.1%	98.9%
Malaysia	0.0%	.	.
Myanmar	0.0%	.	.
Vietnam	69.2%	83.8%	16.2%
Homeworkers	47.8%	31.1%	68.9%
Workshop workers	65.9%	35.9%	64.1%
Adult workers	54.4%	32.9%	67.1%
Working children& adoloscents	10.8%	0.0%	100.0%

Appendix 4

INTERNATIONAL STANDARDS AND NATIONAL REGULATIONS FOR REFERENCE

Reference documents:

- UN Convention on the Rights of the Child (UNCRC)
- ILO Convention No. 138 and No. 182
- Nest Standards for Ethical Compliance in Homes and Small Workshops

The ILO Convention on Minimum Age (No.138) specifies that "the minimum working age shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years. A member whose economy and educational facilities are insufficiently developed may, where such exist, initially specify a minimum age of 14 years."

ILO'S CONVENTION NO.138 ON MINIMUM AGE AND RECOMMENDED MAXIMUM WORKING HOURS

	Minimum Age	Working hours
Light work	13 (or 12 for exceptional developing countries)	Maximum 14h/week
Legal minimum age	15 (or 14 for exceptional developing countries)	Maximum 42h/week
Hazardous work Work that is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18.	18	Maximum 48h/week + 12h/week Overtime

LEGAL MINIMUM AGE TO WORK AND ENGAGE IN LIGHT WORK IN STUDIED COUNTRIES

	Minimum Age		Working hours
Bangladesh	14	12	No
China	16	There is no provision for light work	Yes
India	14	There is no provision for light work	Yes
Indonesia	15	13	Yes
Malaysia	15	There is no provision for light work	Yes
Myanmar	13	There is no provision for light work	No
Vietnam	15	13	Yes

Appendix 5

PARTNERS FOR THE STUDY

IMPLEMENTING PARTNERS

The Center for Child Rights & Corporate Social Responsibility (CCR CSR)

The Center for Child Rights and Corporate Social Responsibility (CCR CSR) has been a pioneer consulting business on child rights in their supply chains for nearly 10 years, working in a growing number of Asian countries including China, Hong Kong, Myanmar, Vietnam, Bangladesh, Laos, Malaysia and Indonesia. CCR CSR, as a social enterprise, has extensive experience and expertise in helping companies improve their direct and indirect impact on children, and through it strengthen their sustainable business.

CCR CSR conducts quantitative and qualitative research to create in-depth understanding of how business impacts children. Since its founding, CCR CSR has published 10 in-depth research reports on topics such as the challenges faced by children of migrant parent workers; working children; child rights in the homeworker setting and child labour. These research reports are a key tool in increasing awareness about how supply chain practices are impacting children in Asia and are a valuable source of information, in particular for brands with supply chains in Asia.

Nest

Nest is a non-profit 501(c)(3) building a new handworker economy to increase global workforce inclusivity, improve women's wellbeing beyond factories, and preserve important cultural traditions around the world.

In partnership with public and private sector collaborators, including artisan business leaders themselves, Nest's programmes are bringing radical transparency, data-driven development, and fair market access to a fragmented industry, unlocking handwork's unmet potential to improve our world.

Nest's compliance programme stands to revolutionise the industry by making homework a safe and viable option. Measuring compliance across a matrix of 130 standards, the training-first programme is tailored to address the wide degree of variation in decentralised supply chains, which may result from factors such as multiple layers of subcontracting, migrant labour forces, and broad geographic dispersal. The Nest Standards and Seal stand apart for their dedication to cultural sensitivity and handworker ownership in decision-making.

NEST'S ARTISAN BUSINESS NETWORK

Thanapara Swallows (Bangladesh)
Thanapara Swallows Development Society was originally founded by the Swedish organisation The Swallows in Thanapara Village, Bangladesh in 1973. Now it is a fully independent non-governmental organisation that works in part to support the economic development of women in the neighbouring communities through craft-based employment of weaving, stitching, and dyeing. Thanapara Swallows is a Nest Guild member and was a research partner in Nest's Wastewater Solutions project.

Eco Tasar (India)
Eco Tasar begun as a livelihood promotion project by Pradan, an NGO of national stature in India. Based and located in Jharkand, one of the most economically backward states in India, the project provides for natural commercial aggregation of Tasar silk yarn from these sources. The yarn is used to weave exquisite stoles and scarves, throws, sarees and fabric, which in turn are marketed and sold through partners in India and across the globe. Eco Tasar is a Nest Guild member and is actively participating in Nest's Ethical Compliance Program for Small Workshops and Homes.

Industree (India)
Industree Foundation's comprehensive approach helps communities assess their traditional skill base, organise into production units, develop products that appeal to modern markets, and create consistent demand to create sustainable businesses. Industree Foundation believes that if the poor have access to sustained and consistent demand for their products and services and are provided with an enabling ecosystem, they can integrate into the formal economy and lift themselves out of poverty.

Loom to Luxury (India)
Loom to Luxury exists to bring alive the beauty of handwoven silk fabrics and to promote both the craft and the skilled craftsmen and communities who practice it. Through its work it seeks to preserve the hand-loom sector by supporting weavers, their families, and their communities through social programmes and market access. The centre-piece of these efforts is the Varanasi Loom to Luxury Community Centre, serving as both a work environment for the weavers and a place to teach and inspire future generations to continue creating luxurious Jacquard silks. Loom to Luxury is a Nest Guild member, 2018 Artisan Accelerator business and is actively participating in Nest's Ethical Compliance Program for Small Workshops and Homes.

Sasha (India)
Sasha is a not-for-profit organisation working with more than a hundred artisans and craft communities all over India. Since its inception in 1978, Sasha has worked towards developing craft communities so that their skills and creativity find expression, recognition and fulfilment. Sasha is a Nest Guild member who was chosen for Nest's 2019 Artisan Accelerator programme which includes participation in Nest's Ethical Compliance Program for Small Workshops and Homes.

PT Harmoni Usaha Indonesia (Indonesia)
PT Harmoni Usaha Indonesia (HUI), based in Indonesia's creative hub of Yogyakarta, was founded in 2018 to specifically manage the production of handicraft products made throughout the region. HUI specialises in wood, natural fibre, and metal products for export and is currently participating in Nest's Ethical Compliance Program for Small Workshops and Homes.

CV Jaka (Indonesia)
CV Jaka is an artisan business based in Cirebon that produces handwoven rattan baskets and was assessed by Nest using its standards for Small Workshops and Homes.

CV Tashinda (Indonesia)
Established in 1995, Tashinda Putraprima has become a major player in manufacturing and exporting handicraft to the worldwide market. A tremendous understanding for a sustainable product in recent year has moved Tashinda into a new era of going green. Since 2007 Tashinda has become a member of Eco Exotic pioneering in Indonesia sustainable practices and have been accredited by SFC (Sustainable Furniture Council). CV Tashinda is currently participating in Nest's Ethical Compliance Program for Small Workshops and Homes.

Earth Heir (Malaysia)
Earth Heir works with over 100 artisans from women's cooperatives, indigenous tribes and refugee groups, across six states of Malaysia. By combining traditional artisanal skills with modern, contemporary design, Earth Heir is a true celebration of Malaysia's varied heritage art forms and unique cultural narratives. Earth Heir is a Nest Guild member.

Other Local Partners
Action Labor Rights
Action Labor Right (ALR) is a local labour rights organisation in Myanmar.

Ngoc Son
Ngoc Son is IKEA's supplier in Vietnam who supported us by connecting us to home-workers producing for IKEA through their sub-supplier, Quoc Dai. Quoc Dai collects handmade products from homeworkers.

Quoc Dai
Quoc Dai is the biggest rattan & bamboo producing and trading company in Thanh Hoa, Vietnam. It is one of the big suppliers of Ngoc Son Hafuco in Ha Tay and Sai Gon Metro.

Footnotes

1 https://timedotcom.files.wordpress.com/2015/03/3-4-article-gray-decline-of-play.pdf

2 Good Practice Guidelines for the Employment of Homeworkers, 2013, ILO

3 Nest Compliance for Homes & Small Workshops and The Nest Seal of Handworker Wellbeing

4 http://www.ucw-project.org/metadata.aspx

5 Home-based workers: Decent work and social protection through organization and empowerment, 2015, ILO

6 The Nest Ethical Compliance Standards for Home and Small Workshops

7 ILO, Women and Men in the Informal Economy: A Statistical Picture, 3rd Edition, 2018

8 579 observations

9 573 observations

10 579 observations

11 10 major international brands/buyers answered our questions. Their identities will be kept confidential. They are from the apparel, shoes, accessories and hardware industries, as well as from sourcing.

12 On the other hand, about 3.3.% of homeworkers claim to have international clients, but we cannot verify this.

13 579 observations

14 561 observations

15 929 children have correct age information. Note that many workers might have more children than the numbers listed here. But for the purpose of the study, our questions only referred to those under the age of 18.

16 Among the working children, only one of them has a child.

17 542 observations

18 See Table A32 in Appendix 3 for country comparison.

19 426 observations

20 Please refer to the ILO definition of "light work" in Appendix 4

21 426 observations

22 http://www.ucw-project.org/metadata.aspx

23 Please refer to Appendix 4 for more detailed information on international standards and national regulations

24 98 observations

25 93 observations

26 Unless the national regulations states otherwise

27 87 observations

28 69.5% for those whose children under 12 are helping.

29 55 observations

30 WHO, https://www.who.int/news-room/fact-sheets/detail/infant-and-young-child-feeding

31 678 observations

32 Source: The World Bank https://data.worldbank.org/indicator/se.sec.enrr

33 37 observations

34 Source: The World Bank https://data.worldbank.org/indicator/se.sec.enrr

35 https://www.epdc.org/sites/default/files/documents/EPDC%20NEP_Vietnam.pdf

36 857 observations

37 10 observations

38 See Appendix 1 on "Sources of data and data management" for more details about the worker surveys

39 The correlation is r= 0. 0.2241, sig= 0.0000

40 Bangladesh Homeworkers: 73 observations; Bangladesh factory workers: 1212 observations; Vietnam Homeworkers: 64 observations; Vietnam factory workers: 2434 observations;

41 CCR CSR, From the Factory with Love: A Study on Migrant Parent Workers in China, 2017

42 404 observations

43 80 observations

44 The correlation is r= -0.1655, sig= 0.0855

45 92 observations

46 The correlation is r= 0.0897, sig= 0.0371

47 514 observations

48 https://www.who.int/nutrition/topics/exclusive_breastfeeding/en/

49 Homeworkers in Bangladesh observation: 13; Factory workers in Bangladesh observations: 34 observations

50 The correlation is r= 0.1904, sig= 0.0012

51 Homeworkers in Bangladesh observation: 46; Factory workers in Bangladesh observations: 23 observations

52 234 observations

53 The correlation is r= 0.2729, sig= 0.0000

54 Please refer to Appendix 4 for more information on minimum legal age and other international standards

55 Please refer to Appendix 4

56 37 observations

57 According to ILO standards, children and adolescents aged 15-17 are permitted to engage in non-hazardous work and for less than 43 hours a week. National labour laws also gave specific provisions: in Bangladesh, adolescents are not allowed to work in any factory or mine for more than 5 hours per day or 30 hours per week, or in any other establishment for more than 7 hours per day or 42 hours per week (Labour Act 2006, Article 41); in China, juvenile workers (15-17) are allowed to work no more than 8 hours per shift, 40 hours per week; in India, adolescent workers (14-17) with a certificate of fitness to work can work not more than 4.5 hours per day. The spread-over should not exceed 5 hours (Factories Act 1948, Factories Amendment Act 1987); in Indonesia, young workers (15-17) can work no more than 8 hours per day, 40 hours } for 5 workdays, or 7 hours per day, 40 hours for 6 workdays (Law No. 13 of 2003 on Manpower); in Myanmar, child workers (14-15) with medical certificate are not allowed to work more than 4 hours per day, adolescent workers (16-17) with medical certificate are not allowed to work more than 8 hours per day (Factories Act 1951 as amended by 2016 Factory Act); in Vietnam, minor employees (15-17) can work no more than 8 hours per day, 40 hours per week (Labour Code 2012, Chapter VIII).

58 37 observations

59 37 observations

60 13 observations

61 This would mean that it is not meaningful to compare wage levels between subgroups without controlling for different country context

62 549 observations

63 Source: https://news.gallup.com/poll/166211/worldwide-median-household-income-000.aspx

64 From CCR CSR project factories in countries where the data is available

65 579 observations

66 578 observations

67 A recent CCR CSR study in China found that during peak production season, 47% of young workers (18-25) work over 50 hours per week, close to 28% work over 60 hours per week. (2018 Snapshot Study of Young Workers in China's Manufacturing Sector, CCR CSR, 2018)

68 438 observations

69 446 observations

70 In the case of China, this refers to NCMS: New Rural Cooperative Medical Scheme. The scheme is voluntary in principle, although farmers are actively encouraged to enroll. Two-third of the NCMS fund is from central and local governments. Source: https://www.who.int/health_financing/documents/pb_e_09_03-china_nrcms.pdf

71 In the case of China, this refers to social insurance for urban residents

72 In China, we interviewed some homeworkers in the workshops that employ them and some on the phone due to sensitivity and difficulty in locating them. Since the researchers did not visit the homes in person, we excluded the self-assessment results to prevent bias. In Malaysia, we also only visited 9 homeworkers and the other results were self-reported. Therefore, we are also excluding the results from Malaysia to reduce bias.

73 Source: CIA. Bangladesh 177, India 157, Indonesia 127, Malaysia 71, Myanmar 163, Vietnam 159 https://www.cia.gov/library/publications/the-world-factbook/rankorder/rawdata_2004.txt

74 450 observations

75 Group interviews of about 10 workers each were conducted with 37 homeworkers in Indonesia upon the request of the local partner sourcing from the homeworkers.

76 Indonesia program started towards the end of the data collection process

77 579 observations

78 579 observations

79 Bangladesh, China, Indonesia, Myanmar and Vietnam

80 India and Indonesia

81 Please refer to the definition of "homeworkers" and "workshop workers" in "Definitions".

82 579 observations

83 540 observations

84 542 observations

85 Data came from CCR CSR or partner projects in Bangladesh (10 factories, 1212 workers), China (migrant worker study, 735 workers), Myanmar (6 factories) and Vietnam (11 factories, 2434 workers)

86 Data came from CCR CSR or partner projects in Bangladesh (10 factories, 1212 workers), China (migrant worker study, 735 workers), Myanmar (6 factories) and Vietnam (11 factories, 2434 workers)

87 573 observations

88 579 observations

89 73 observations for Bangladesh

90 https://www.ucanews.com/news/in-bangladesh-pakistani-refugees-languish-in-inhumane-conditions/80009

91 76 observations for Bangladesh

92 62 observations for India

93 67 observations for India

94 73 observations for Indonesia

95 75 observations for Indonesia

96 24 observations for Malaysia

97 24 observations for Malaysia

98 74 observations for Myanmar

99 81 observations for Myanmar

100 101 observations for Vietnam

101 99 observations for Vietnam

102 To better visualise the health index, the average results of health and safety checklist (which is from 0% to 100%) is multiplied by 100 to create an index on a scale from 0 to 100.

103 The correlation is r= -0.1725, sig= 0.0013

104 The correlation is r= -0.1349, sig= 0.0012

105 The correlation is r= 0.2332, sig= 0.0000

106 The correlation is r= 0.2597, sig= 0.0000

107 The correlation is r= -0.2615, sig= 0.0000

108 577 observations

109 The correlation is r= 0.0866, sig= 0.0445

110 The correlation is r= 0.1527, sig= 0.0005

111 The correlation is r= 0.1810, sig= 0.0000

112 The correlation is r= 0.2459, sig= 0.0000

113 The correlation is r= -0.2192, sig= 0.0000

114 The correlation is r= -0.1321, sig= 0.0021

115 The correlation is r= -0.0958, sig= 0.0261

116 The correlation is r= 0.1167, sig= 0.0084

117 The correlation is r= -0.1125, sig= 0.0111

118 372 observations, China and Malaysia not included due to small sample size of homeworkers

119 577 observations

120 561 observations

121 579 observations

122 286 observations

123 312 observations

124 107 observations

125 15 observations

126 15 observations

127 426 observations

128 10 observations

129 9 observations

130 81 observations

131 857 observations

132 542 observations

133 10 factories, 1212 workers

134 11 factories, 2434 workers. Question is slightly different for Vietnam:" Do you think your working hours allow you enough time for other things in life such as family, friends and home chores etc.?"

135 A further 5.7% of workers answered "I don't know", which is not included in the table above

136 50 observations

137 37 observations

138 16 observations

139 577 observations

140 525 observations

141 525 observations

142 446 observations

143 In the case of China, this refers to NCMS: New Rural Cooperative Medical Scheme. The scheme is voluntary in principle, although farmers are actively encouraged to enroll. Two-third of the NCMS fund is from central and local governments. Source: https://www.who.int/health_financing/documents/pb_e_09_03-china_nrcms.pdf"

144 In the case of China, this refers to social insurance for urban residents

145 54 observations

146 35 observations

147 35 observations

148 30 observations

149 "Commute to work" and "At work" are for workers who work at someone else's homes or small workshops

150 37 observations

151 18 observations

152 572 observations

153 577 observations

154 The reference data came from 10 factories and 1212 workers

155 The reference data came from 11 factories and 2434 workers.

156 426 observations

157 537 observations

158 535 observations

159 372 observations, China and Malaysia not included due to small sample size of homeworkers

160 577 observations

161 525 observations

162 525 observations

163 525 observations

164 "Commute to work" and "At work" are for workers who work at someone else's homes or small workshops

165 "Commute to work" and "At work" are for workers who work at someone else's homes or small workshops

166 "Commute to work" and "At work" are for workers who work at someone else's homes or small workshops

167 557 observations

168 573 Observations

169 220 Overstains. Used scoring system for satisfaction rate: "Extremely Unsatisfied"-0, "Unsatisfied"-25- "Neutral"-50, "Satisfied"-75, "Extremely Satisfied"-100.

170 338 Observations

171 397 observations

172 Includes workers who worked at someone else's homes

173 482 observations

174 In the case of China, this refers to NCMS: New Rural Cooperative Medical Scheme. The scheme is voluntary in principle, although farmers are actively encouraged to enroll. Two-third of the NCMS fund is from central and local governments. Source: https://www.who.int/health_financing/documents/pb_e_09_03-china_nrcms.pdf

175 In the case of China, this refers to social insurance for urban residents

176 567 observations

177 579 observations

178 http://www.value-chains.org/dyn/bds/docs/792/rattan__bamboo_final.pdf

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