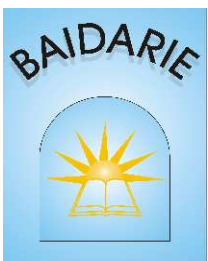


Baseline Assessment cum Research Study to find out Alternative Income Generation options and spaces for Soccer Stitcher Home Based Women Workers in Sialkot



ACKNOWLEDGEMENTS

We take pleasure in thanking **Baidarie Management** for assigning NH Consultancy to carry out this project work.

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I also wish to express my deep sense of gratitude to my Team **Nargis Bibi, Ishrat Manzoor, Fakhra Rashid, Samara Umer, Dr. Afsneen Anwer, Aazia Rafiq and Tariq Shafique** for their continuous support and useful suggestions which helped us in completing the project.

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EXECUTIVE SUMMARY

This study is commissioned to serve three major purposes. The first is to understand the socio-economic conditions of the Home Based Women Workers (HBWWs) for hand stitched football industry in Sialkot. Secondly, it is aimed at understanding the level of awareness of these HBWWs about human and gender-based rights and incidence of harassment and violence at their indoor and outdoor spheres of life. The third aim is to use this information to come up with alternative source of income generation for the empowerment of these home based women worker (HBWW) women.

According to the Terms of Reference for the research study it had the following objectives.

1. Prevalent employment, working, living, economic and social conditions of the selected set of home based women soccer stitchers.
2. Nature and intensity of the gender based discriminations, harassment and/or violence to which the target home based women workers are subjected/exposed to in general
3. The decline of hand-stitched ball football business has affected/ is affecting the selected jobless/vulnerable home based women workers in what ways and in which severity?
4. What alternatives the home based women workers think are the best suited for them?
5. What income generating alternatives are available in the local formal and informal sectors for the women home based soccer stitchers for whom football stitching might not remain a workable option in future?
6. What sort of capacities would be required to be built for availing those options and
7. What training or infrastructure improvements will be required to support these alternate income-generating opportunities?

It was designed that the information collected through this baseline assessment and research study will be used to:

1. Provide vitally necessary information and guidance required for broadening of the skill-base of the right holders
2. Lead to increasing the options and spaces for optimum application of the marketability potentials of the women workers proposed to be equipped with diversity in income generating skills.
3. Provide basis against which the nature, content and quality of change in the socio-economic conditions of the target right holders would be measured after complete execution of the activities designed in the project.
4. Recommend practical measures taking up which the home-based women workers may be saved from gender based discriminations, harassment and violence etc.

With the growth of sophistication in manufacturing technologies i.e. production of machine stitched and thermo bonded balls, a significant proportion of Pakistan soccer manufacturing and export industry is shifting away from hand stitched footballs. Many women who traditionally used to earn their livelihood from this work will be out of work and being out of work means less or at times no financial support to their families. NHC team carried out an in-depth study collecting information from these HBWWs about their livelihood and work conditions as well the existing market scenario for any other potential source of income that can be adopted by these HBWW.

Based on the findings of this study, the HBWWs are primarily engaged with this profession to support their family financially. They enter this profession at young age, usually they stop working because of hard manual labor, their maximum working time period is 10 to 15 years and experience physical ailments such as muscular and joint pain and headache. Most of these HBWWs spend 4-6 hours to stitch 2-3 footballs daily, for which they get 20 to 30 rupees per piece. The amount of labor and effort spent in making of one football is a lot more if compared to the per-piece amount these HBWW are getting as wages to stitch it. A clear imbalance exists in their daily wages time and effort spent on making the product.

Therefore most of them are not satisfied with the wages they receive for football hand stitching and are very keen to adopt an alternative option if available. The need that arises out of this analysis is that these HBWWs require an alternative income source, which may be helpful to them in providing part-time, socially viable opportunity to contribute to the family income. A practical solution to their problem is to develop their capacities socially, financially, and technically. These Home Based women workers are purely rural women and they should not be treated merely as 'target' groups of social welfare programs. These HBWW can gain proportionally more by organizing themselves in form of community/village organizations, the investment of resources to set up separate work/training units, delegation of authorities and development efforts to a more organized skill development structure if built. Such an initiative can help them go from a situation of being disadvantaged unskilled and dependent to one in which their contribution will have multiplier effect, in the household, in community and nationally for the betterment of the future generation. By skillful training, they will add up to empowerment of Pakistani female. All of this will help to reduce the gender gap prevailing against sustainable development of Pakistan.

INTRODUCTION

Pakistan was once world famous for the footballs hand-stitched here. The skilled craftsmen from Pakistan, specifically from Sialkot, were applauded for more than a century for their flawless stitching of football without much use of modern technology. It was an accidental discovery by an English sportsman who needed the football repaired, while he was stationed in Sialkot during the British Rule, and was more than satisfied with the skill-service provided to him. This incident marked the beginning of the golden era of football hand stitching in Sialkot, which attracted a great majority of people who started to indulge in this profession

During the 90's, thousands of lives and a significant portion of Sialkot Export Industry were directly or indirectly dependent on this sector. For a long period, this industry enjoyed leadership status in the international market by exporting up to 300,000 hand stitched footballs a day, but during the last decade it has lost its glory and has come down to as low as 10,000 hand stitched footballs per day.

The home based work began because of the following reasons.

1. During 1974-77, there was an upsurge of the trade unionism in Pakistan and high pressure for grant of the rights of workers in factories. This movement persuaded the manufacturers to get their products developed in homes, where the work force was disorganized, had no demands for rights and no efforts for collective bargaining.
2. Manufacturers could get their balls stitched at a very low price
3. There was a drastic cut in production cost, overheads and social protections liabilities.
4. There was saturation of work orders for the factories. It was difficult to bring the workers in the factories and keep them there so they preferred to get the balls stitched at homes.

All of these factors introduced stitching of balls at homes where women from the poor economic and social background increasingly took to this vocation. This is how women became a part of the home-based workforce for the football industry. Later in 1994, it was surfaced that children are also involved in stitching balls at homes and it became big charge for the industry. To dislodge, it the industry had to sign and implement “Atlanta partnership” aiming at elimination of child labor in the soccer ball industry. Social compliance issues, lack of technology, lower productivity, old production techniques, poor management and global business environment are the major reasons behind the poor performance of this industry.

During the last ten years, women began increasingly losing out on football hand stitching as a source of income in Sialkot. There were more than 16,000 ladies in the Sialkot area alone that were able to provide livelihood to their families by stitching footballs. However, a constant gradual decline in work for women has posed a serious concern for social and economic welfare and development in this area.

The global availability of orders of hand stitched footballs to the factories have been diminishing gradually for the last 5 to 6 years to the point that it is not cost effective or that lucrative for the industry to further invest or pursue it. The low wages, rejections and deductions based on the completed footballs are significant reasons for their reduced incomes and interest in the industry. Therefore, this research is aimed at understanding the living conditions of home-based women workers and analyzing the impact of decline in football hand stitching industry. The research also aims at investigating alternative income sources for them as well as the capacities and resources required to transfer their skills and income to an alternative source.

RESEARCH METHODOLOGY

Introduction

For this assignment, we needed both qualitative and quantitative data to get information for the research questions including the survey, interview and the focus group discussions (FGDs). Additionally, a variety of research methods were used. Also data was collected from both the HBWWs and the market representatives including the training institutions and the industrialists to get a better understanding of the football hand stitching industry potential as well as the alternative options for income generation.

Objective

This study focused on the scientific and objective assessment of the

1. Prevalent working, living, and social conditions of the selected set of home based women workers (HBWWs) associated with football hand stitching.
2. Nature and intensity of the gender based discriminations, harassment and/or violence to which the target home based women workers (HBWWs) are subjected/exposed to in general
3. The decline of hand-stitched ball football business has affected/ is affecting the selected jobless/vulnerable home based women workers (HBWWs) in what ways and in which severity?
4. What alternatives the home based women workers think are the best suited for them?
5. What income generating alternatives are available in the local formal and informal sectors for the HBWW soccer stitchers for whom football stitching might not remain a workable option in future?
6. What sort of capacities would be required to be built for availing those options?
7. What training or infrastructure improvements will be required to support these alternate income-generating opportunities?

Sample Size

Universe

Based on the objectives, HBWWs involved in hand stitching footballs, training institutions and Industrialists in the four union councils of Sialkot District (Roras, Jourian Kalan, Bhagwal Awan and Sambrial) constituted the research universe.

Sample Size

Targeted HBWW sample	525
Targeted Industrialists	06
Vocational and Industrial Skills Training Institutions	04
Sample for FGD of HBWWs	60

There is no statistical data base of these HBWWs. Therefore, the sample was primarily based on availability sampling. The researchers developed some basic leads in each Union Council and asked for their data. It was made sure that the HBWWs are selected from all regions within UC and belonged to various age groups, and experience level. Their consent was taken and confidentiality was ensured.

Research Approach and Tools

Both qualitative and **quantitative** research methods are used in the Study.

1. Qualitative Method

a. Focus Group Discussion Guide

A focus group is a form of qualitative research in which groups of people are asked about their perceptions, opinions, beliefs, and attitudes towards a product, service, concept and idea. FGD is considered to be very expensive tool in social research but NHC has adopted this tool as the requirement of the study to produced better and implementable outputs / results. FGDs have been conducted by using all professional techniques and requirements according to research methodology.



It was used to collect qualitative data regarding to seek the acceptance, interest, aptitude and opinion of the home based women worker towards suitable options of alternative income generating sources. On the basis of available data of collected from industrialists, FGD sessions were conducted among the HBWWs involved in football hand stitching. Through FGD, HBWW were provided an opportunity to present their views and opinions by participating actively in discussion. This phase of FGD proved the matching between the suitable income generating sources and home based women workers' willingness. On the basis of FGDs' recommendations and findings of the study, Income Generating Plans would be developed as a part of this study.

Development of the Focus Group Discussion Guide

The research consultant as an expert of FGD developed Focus Group Discussion Guide. FGD Guide consisted of 14 questions along with attendance sheet. FGD Guide was used to facilitate the moderator to achieve the targets. The complete focus group discussion guide is attached as Annexure B.

Moderator/Note Taker Moderator facilitated the FGDs session, which was recorded by Note Taker.
Focus Groups: 04 Focus groups were conducted consisting of 10 HBWW football stitchers in each group

Total FGD's: 04
Selection of Participants

Prior Interviewed Home based Women Workers were called for discussion on the alternative income generation sources.

Duration of the FGD 2-hour session

Recording Tools: Camera, Voice Recorder and Note Book

Language: Bilingual: Urdu and Punjabi (local Language)

Selected Area:

FGDs were conducted in the four Union Councils of Sialkot. 4 villages were identified for this study. Names of village are Roras, Jourian Kalan, Bhagwal Awan and Sambrial.



Site selection

FGDS were conducted in the selected houses of the concerned HBWWs where they could gather conveniently, sit and talk in perfect comfort

The Moderator along with Note taker started FGDs. Moderator explained the objectives of the discussion after the introduction interviewers in detail. The Note Taker recorded participants' names. Moderator explained the declining condition of the hand -stitched football industry due to introduction/demand of machine- stitched Ball production. Pakistani football industry has also faced challenges in obtaining work orders by arriving of competitors line China, India and Thailand etc. After 2005, China has been able to fast capture the international market of football production by making low price footballs. This is the main reason of this study to discuss the alternative sources of income with you. In this session, participants took part in discussion by considering it as their real problem.

b. Interview Guide

Interview Guide approach is intended to ensure that the same general areas of information are collected from each interviewee; this provides more focus than the conversational approach, but still allows a degree of freedom and adaptability in getting the information from the interviewee. Interview guide is based on tips / main point as a guide for interviewer. For this study, the interview guide was used for the representatives from the industry and the training institutes. The complete interview guide for the industrialists and the training institutes are attached as Annexure C and D.

During the meetings we requested their input to create an alternative income generation business plan for the women by fusing them with the best suitable and practical options of making products offered by these industrialists.

NHC team discussed about the existing situation of the football industry and its future, along with the socio-economic impact it will create for the home based women workers. The point worth mentioning is, due to the decreased demand and with the introduction of better manufacturing techniques the industrialists of the football industry showed lack of any concern for the HBWWs. Hence many industrialists after the presentation of study explained their limitation and operational strategies regarding involvement of home base women workers. Most of the industrialists supported the issue to be resolved by adopting suitable options of income generation plans but they expressed that they are unable to develop channelized system with home based women workers.

The research team also contacted leading makers of different items in cottage industry. During the meeting they provided data concerning their all working procedure, raw material, labor, cost and profit. They were ready to give their inputs in their fields as an alternative source for HBWWs.

The list of persons and industries visited for in-depth Interviews are attached as Annexure 5.



2. Quantitative Method/Statistical Method

In this method, numerical data is collected for the study. Moreover, the problems, which are primarily of qualitative nature, cannot be studied through this method. It deals with numbers and not with causes in detail.

a. Questionnaires for HBWW

A comprehensive questionnaire was prepared and an effort was made to see that the answers could be obtained in objective language. Responding parties were also chosen carefully to avoid difficulties of interpreting and analyzing the data collected.

b. Data collection for Survey

Research Team comprised of four researchers. The team spent one day in pilot testing the tool in the field with a smaller sample of 47 HBWWs. On the basis of feedback received, certain changes were made in the questionnaire and the revised questionnaire was then used for the actual survey. Sample size selected for HBWWs in football Stitching profession was 525. The HBWWs were randomly selected who were involved in football stitching. Each researcher conducted 8 an average of interviews daily of selected sample of HBWWs in 10 days. Four researchers conducted total 525 interviews in targeted time within four union councils (Roras, Jourian Kalan, Bhagwal Awan, and Sambrial) of District Sialkot. Interview Schedule is used as a tool for data collection. 4 FGDs have been conducted for the targeted sample, which had already been surveyed for the same study. Each FGD session comprised of a group of 10 HBWWs.

10 interviews from industrialists and training institutions were selected as a sample. Researchers conducted 2 interviews of Industrialists/Contractors for 6 days. Interview Guide was adopted as a tool for data collection.

Total working Field Days: 20 Days

Research Team worked in the field for 20 days in Sialkot.

10 days per team for surveys of HBWWs

6 days for interviews of Industrialists and contractors

4 days for FGDs for alternative source of income

Data Analyses Tools for Quantitative and Qualitative Data

Statistical Package for Social Sciences (SPSS) version 18, **SPSS** is a computer program used for survey authoring and deployment (**IBM SPSS Data Collection**), data mining (**IBM SPSS Modeler**), text analytics, statistical analysis, and collaboration and deployment (batch and automated scoring services). This is used for the numerical data not for qualitative data. Content analysis was used as the data analysis strategy for qualitative data obtained through focus group discussions and in-depth interviews.

Targeted Area



FINDINGS OF THE STUDY

Demographic Profile of HBWWs

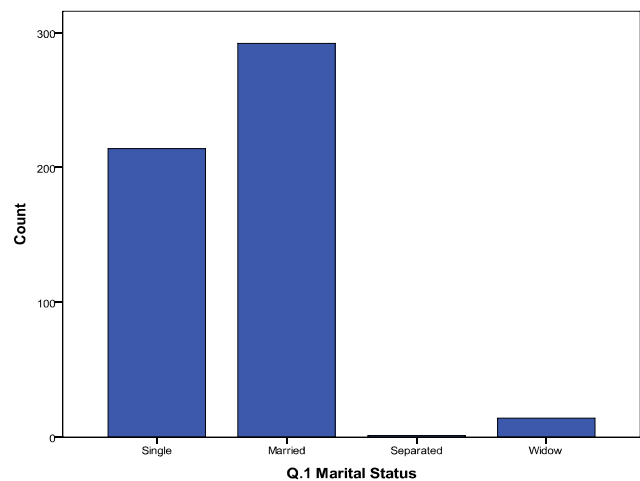
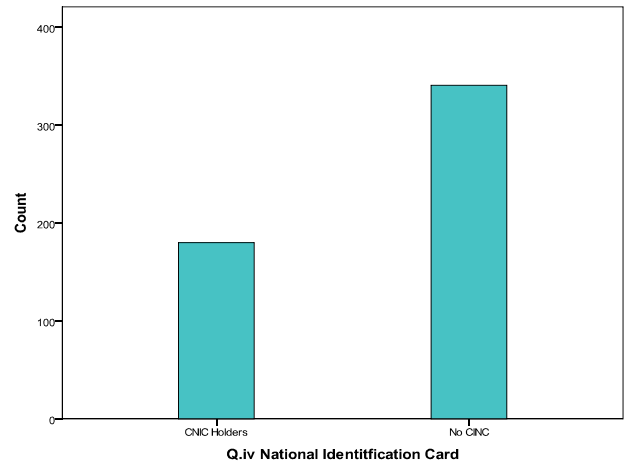
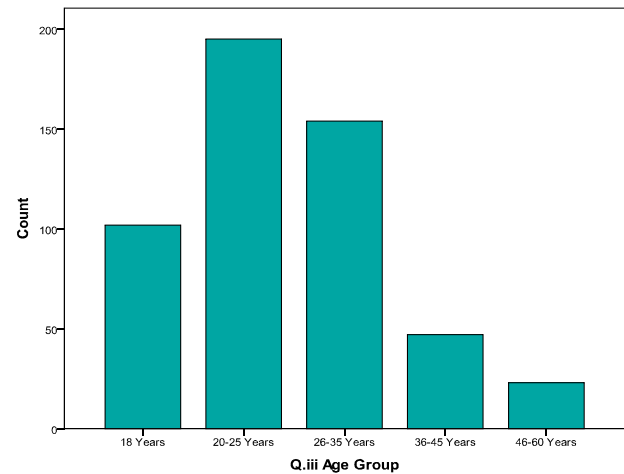
Age of the Respondents

Out of 525 respondents in HBWWs in Football Industry in Sialkot, a majority lies in the age group of 20-35 years of age; a significant portion of HBWWs belongs to the 18-24 years of age. A small proportion of these respondents belong to 36-60 years of age. Findings show that majority of the HBWW football stitchers are in the age group of 18 to 35 years, these women are young, potentially comfortable in understanding new technology and they are quite adoptable toward change in their profession.

A point to note here is that majority of these HBWWs do not have their national identity cards suggesting that they are not aware of or given their legal rights and status.

Marital Status

Data revealed that a majority of these HBWWs was married. Among the 525 HBWWs surveyed, around 300 HBWWs were married and around 200 HBWWs were single. Very few women (less than 20) reported being widowed or separated. This indicates that majority of these HBWWs earn to supplement either the income of their fathers and brothers or their husbands. They are rarely sole bread earners.



Socioeconomic Profile of HBWWs

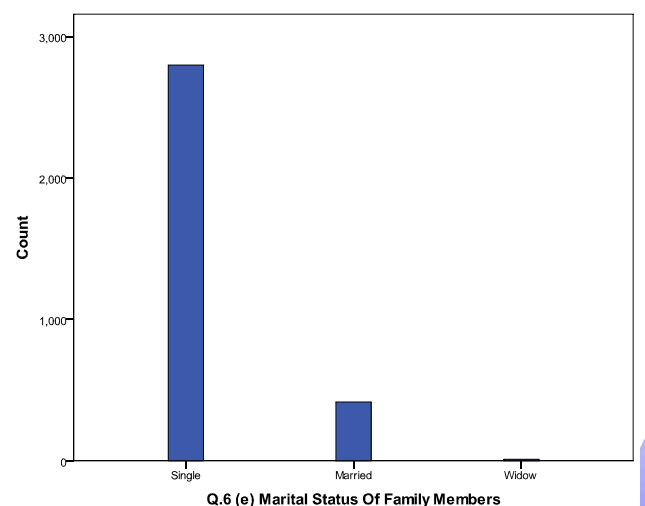
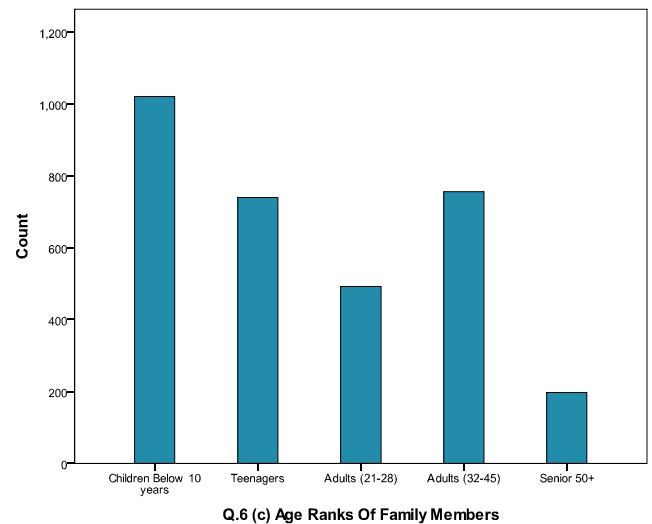
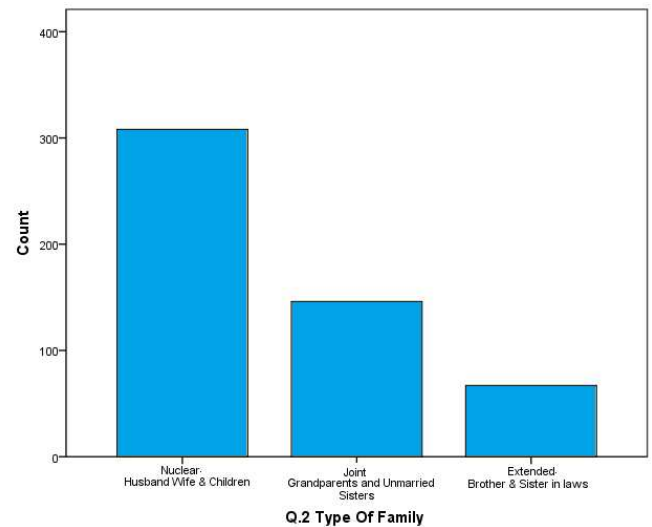
The socio-economic profile of the HBWWs was assessed through a variety of indicators. This included the size of the family, the number of dependent and earning family members, assets owned, family income and expenditures and housing conditions they live in. The detail of findings in all these areas is presented below.

Social and family structure

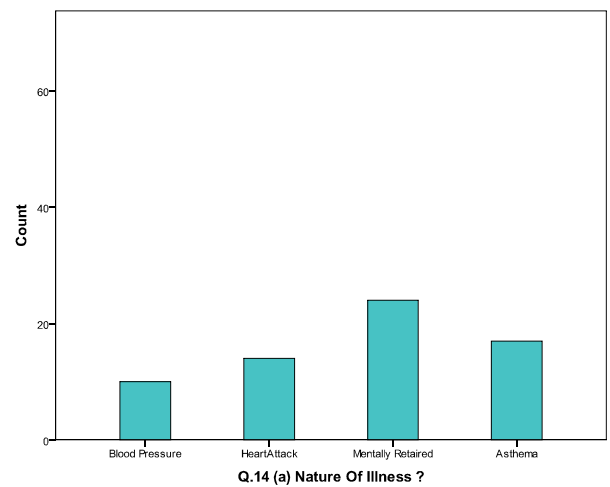
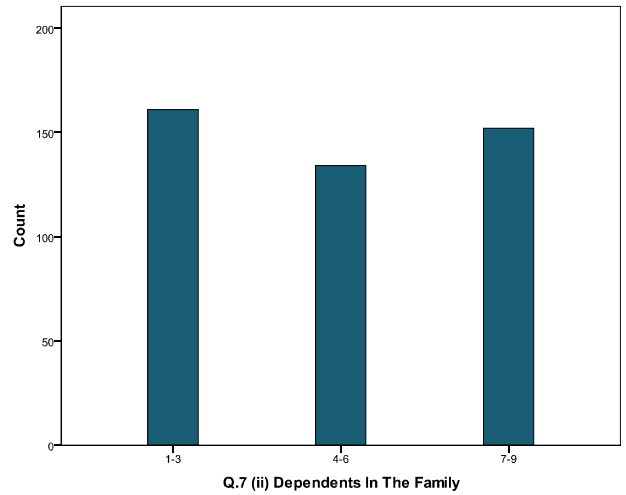
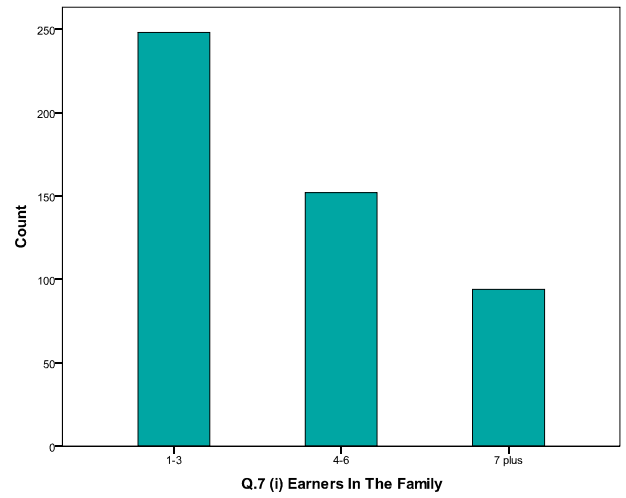
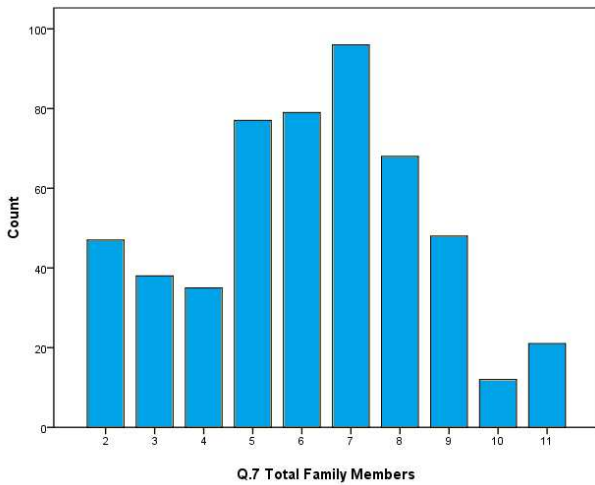
Out of these 525 HBWWs, more than 300 are living in the Nuclear family system, which comprises of the couple and their children. Around 150 live in a joint family including the grandparents and about 50 HBWWs reported living in an extended family system with 2-5

children. It appears that the largest segment of these families is below 10 years, followed by teenagers suggesting that they do not contribute to household income. So the majority of HBWWs have a family size of 5-8 members, which sometimes include elderlies as well. This suggests that number of

dependents outweigh the number of bread earners in these families in majority of these HBWWs as is further confirmed through Q.7 (i) where more than half of HBWWs reported 1-3 bread earners and Q.7.(ii) which indicates around 300 HBWWs reporting 4-9 dependents in their families. We already know that most of them are married so they majorly earn to support their husbands. They are not only caretaker, house maker but as well provider to the dependents of the family.



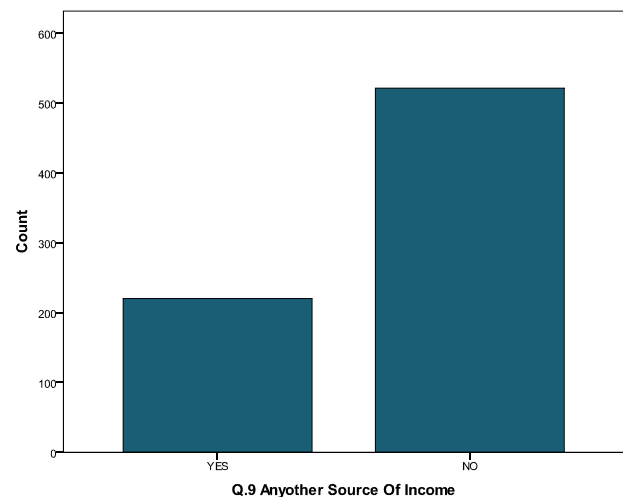
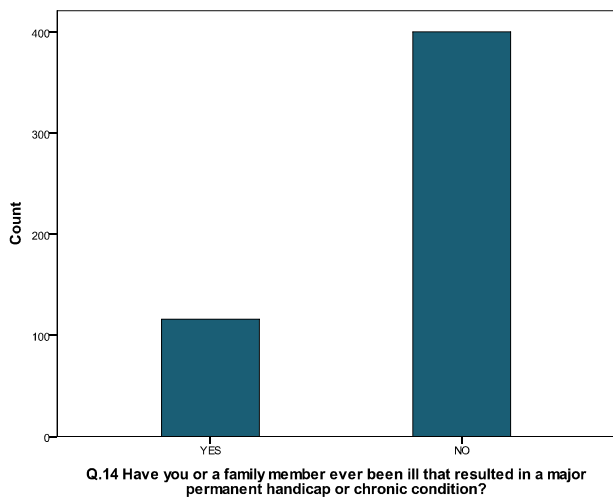
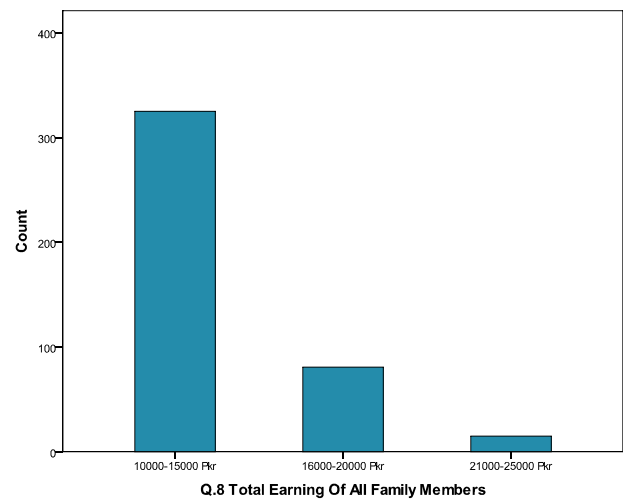
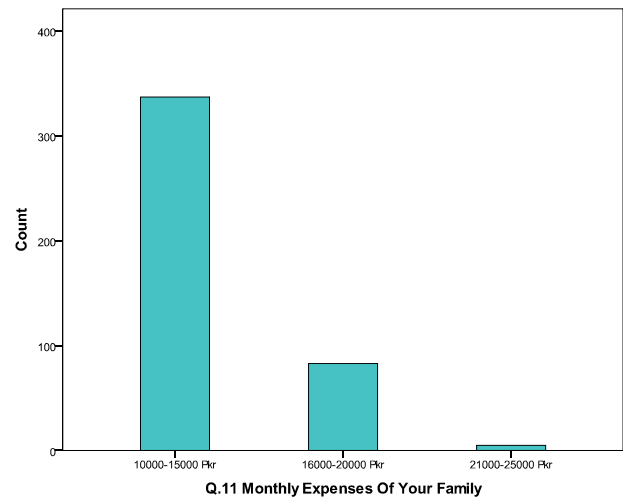
More than one-fifth of respondent HBWWs reported presence of at least one family member permanently handicapped or chronically ill which means not only they are unable to contribute to family earning but they also require more support in terms of care than just money and provision of needs. The HBWWs were also asked about the nature of illnesses and chronic conditions. Among these, the majority reported mental retardation and asthma while a few reported heart conditions and blood pressure. This is another indicator of the financial obligation and limitation of resources that these HBWWs experience and deal with on an on-going basis.



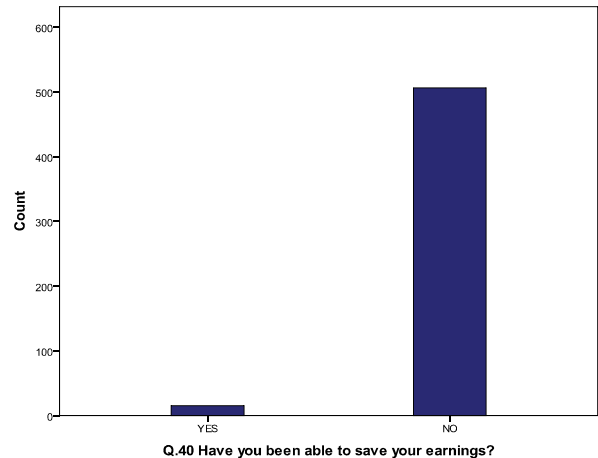
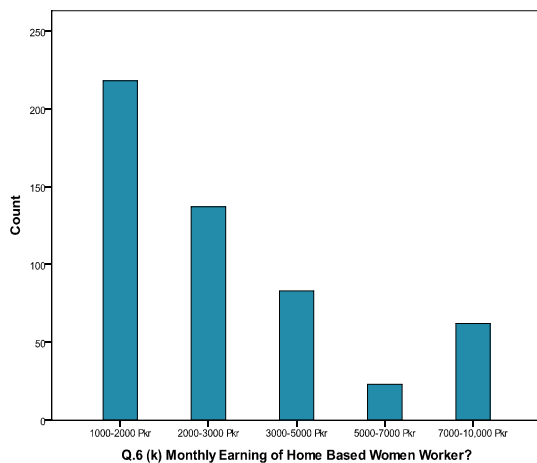
Earnings and expenditures

A comparison of HBWWs' income and expenditures is important to have an idea of their socio-economic condition. 525 HBWWs in football hand stitching industry were surveyed. The majority of them i.e., more than 300 HBWWs reported a monthly expenditure of PKR 10,000-15,000. Around 90 of them showed expenses ranged between PKR 16,000-20,000 and very few reported a monthly expense more than PKR 20,000.

Most families are hardly able to meet their expenses through a combined earning of all family members only.



Like the expenses, most families i.e., of more than 300 HBWWs earn up to PKR 15,000, a few families i.e., around 90 HBWWs reported a family income up to PKR 20,000 and only 10 HBWWs reported monthly family earning between PKR 21,000-25,000. This shows that a handful of families have income surpassing their expenses while most of them are only able to meet their expenses only. It is very important that the HBWWs are

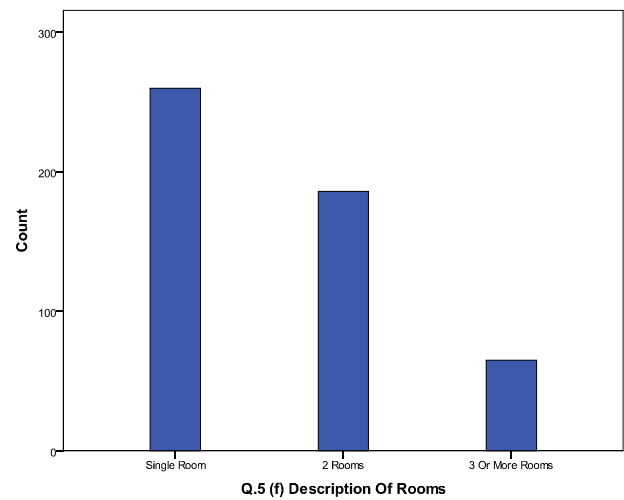
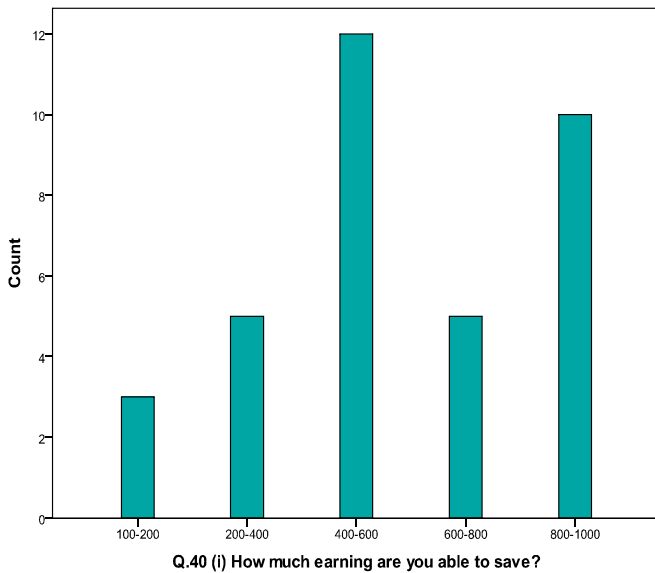


One of the significant contributors to the family income. More than 45% HBWWs contribute to 20% of the family income, 30% HBWWs contribute to 30% of family income, around 18% HBWWs reported a contribution of up to 50%, only 5% mentioned a contribution of up to 70% to the family income and only 7% reported a 100% contribution to the family income. This further validates the majority responses that indicate that these HBWWs can hardly keep any savings for the rainy days and even those who can, the amount hardly reaches PKR 1,000/month.

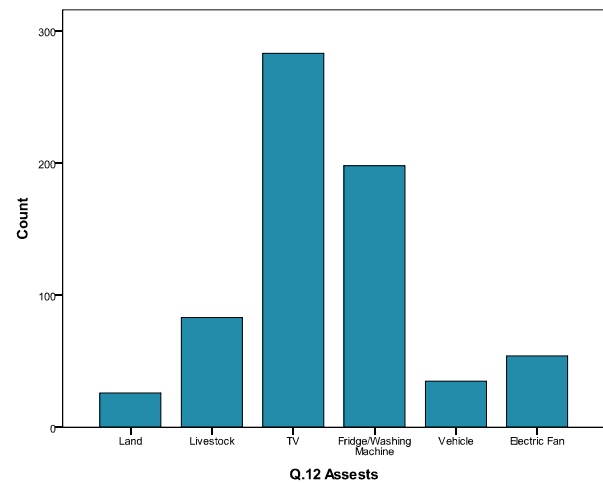
It is very evident from the results presented above that as compared to the labor and time they put in to this work their wages are very low and insufficient to fulfill the needs of decent livelihood. Since these women play a role in the support of their family they cannot leave this tedious work more over there is no other choice of work available for them to opt and leave this low waged work.

Assets

Out of 525 HBWWs surveyed, the fewest (around 20-60) held land, vehicles, electric fans or even livestock. The maximum that these HBWWs owned were televisions and refrigerators. This is a strong indicator of the poor economic conditions of these HBWWs and indicates that they have very few resources of income generation through assets. The earlier



where majority of HBWWs indicated that there is no other source of income and the whole family is relying on the football stitching or other forms of employment further validates this.



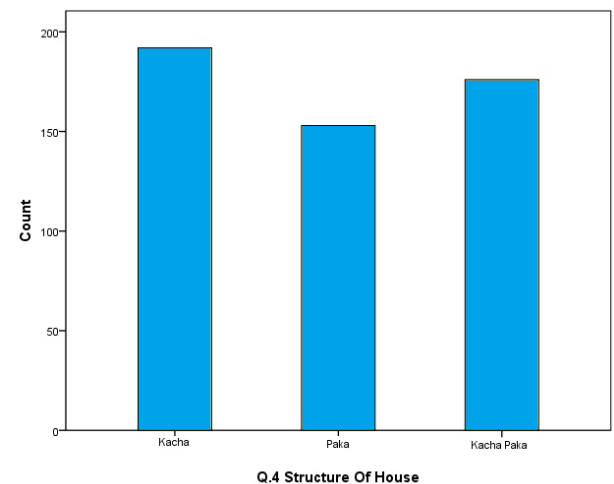
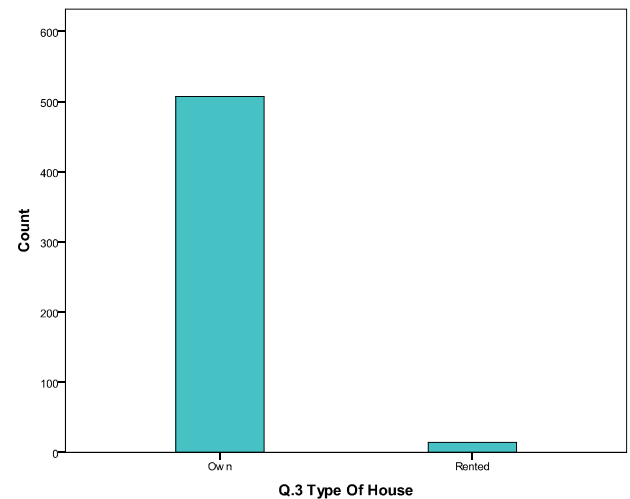
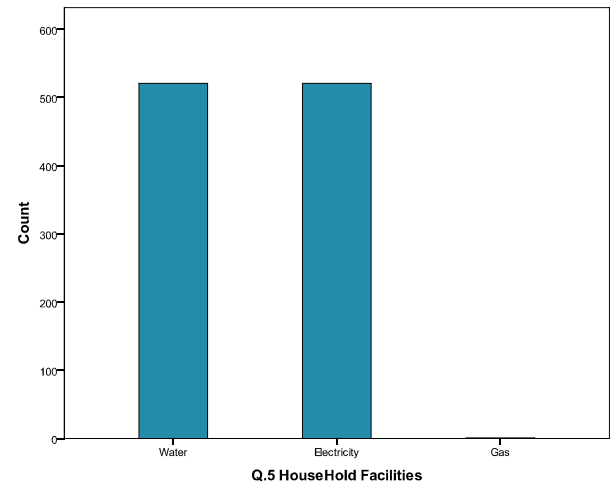
Housing Conditions

Another important indicator of the socioeconomic status of these HBWWs is the housing conditions they live in.

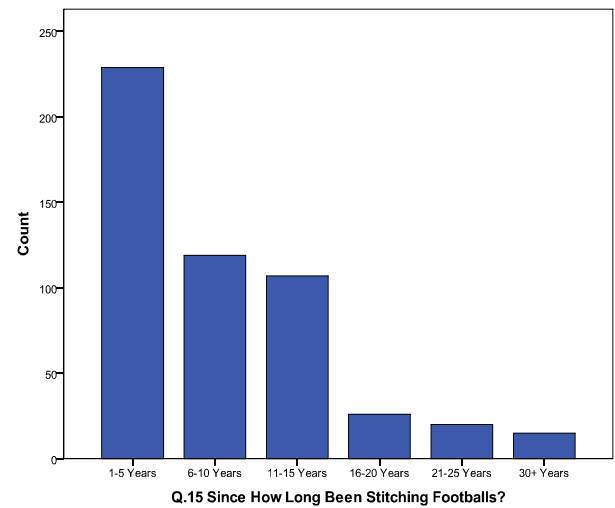
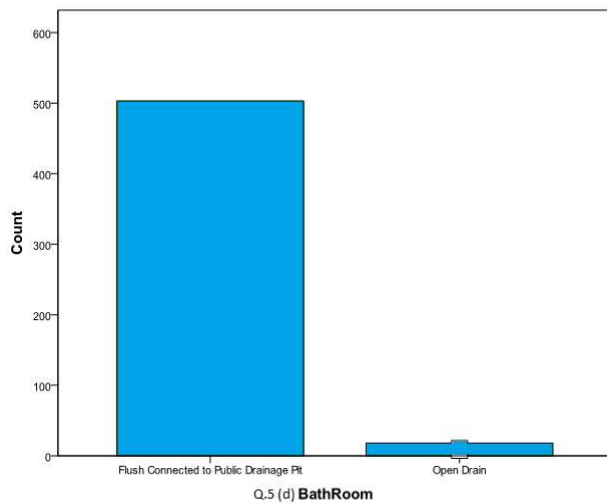
Out of 525 HBWWs, almost all own the houses they live in. Only 10 HBWWs reported living in a rented house, which is a very small and insignificant number. However, these houses are majorly not plastered and with no permanent roof as reported by 200 HBWWs. Only 150 HBWWs reported living in a house with plastered walls and permanent roof which leaves more than 150 HBWWs who live in semi plastered and permanent roofed houses. More than 50% HBWWs live in a house that consist of only single room as reported by 265 HBWWs or around 30% HBWWs reported living in a 2-room house. Only 80 HBWWs i.e., 15% HBWWs reported living in a house with 3 or more rooms. The total area of the house is no more than 125 square yards in more than 450 HBWWs reports indicating

insufficient space even if there are more rooms. This needs to be kept in mind that the majority households consist of 5-9 members indicating that the housing conditions are not sufficient as compared to household size. The space available is only sufficient for the survival of HBWWs' daily existence; they do not have any space to install any machinery or keep a separate place to store or keep the raw material.

All HBWWs reported having major facilities like Water sources and electricity. Majority of them i.e., 500 HBWWs reported Sewerage and Bathroom but almost none reported gas supply.

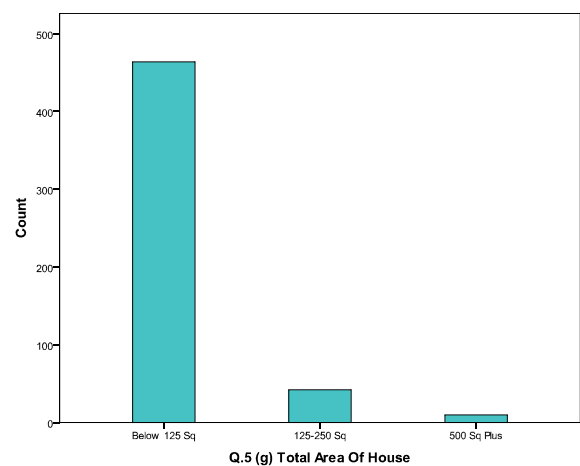
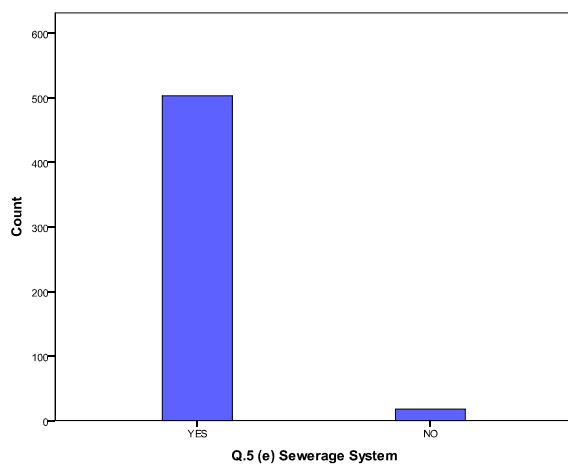


Based on the facts and figure of the house structure these women, they do not have any space in their house to install a machinery or stitching unit. A separate place is need for them to come and work, a community center where machines can be installed and these women can work in shifts.



Work Profile of HBWWs

Experience with Football Stitching



A majority of these HBWWs have not spent many years with the stitching of footballs. It appears as if these HBWWs take up this activity during the youth and then leave it, or have to leave it after a while. The highest number of HBWWs i.e., 240 HBBWs, was found with an experience range of 1-5 years. Almost the same number showed an experience spread over 6-15 years.

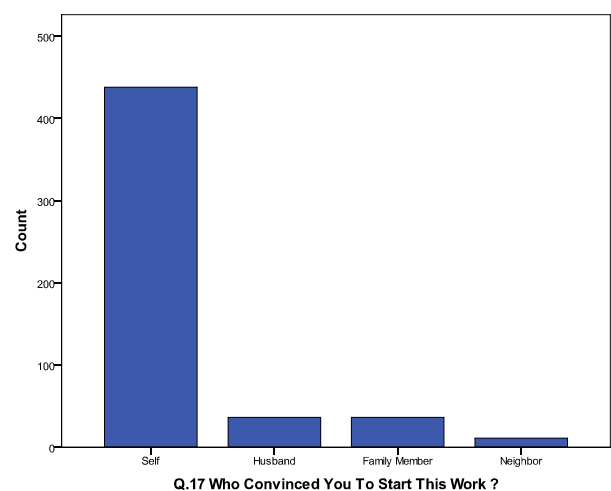
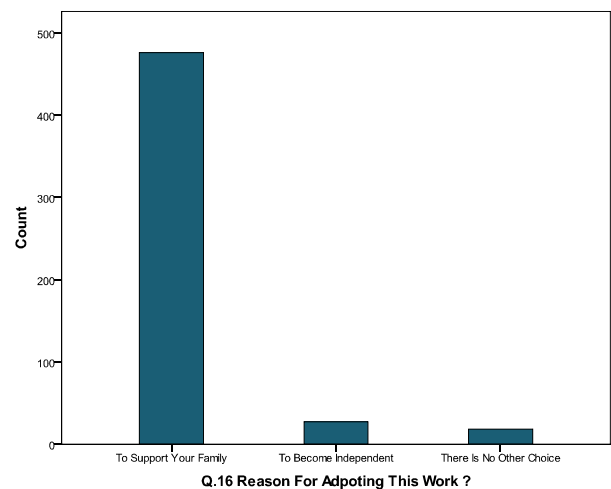
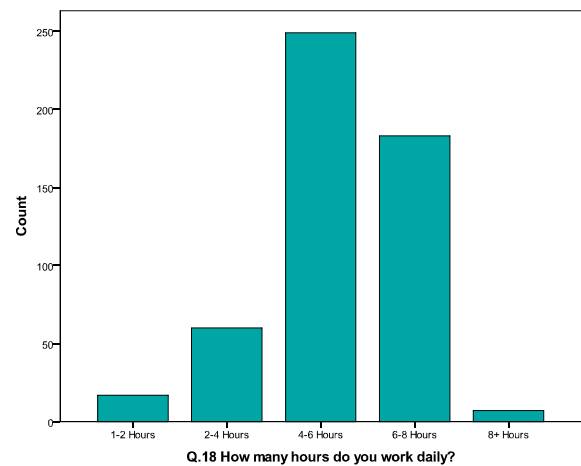
When this is combined with the age range observed, it confirms the above finding that the HBWW take football stitching up during the youth and early adulthood and by the time they reach their 30s, they leave it.

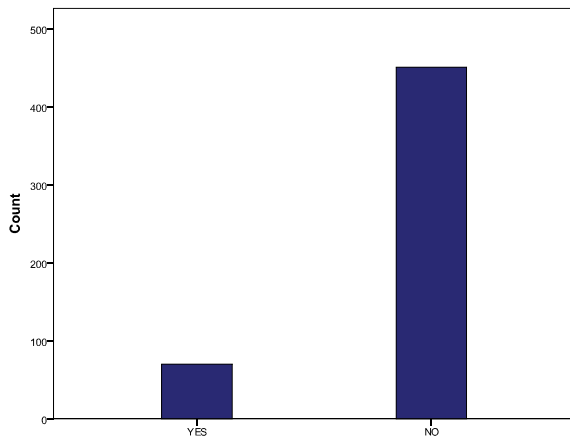
Reasons for Football Stitching

500 out of 525 HBWWs had taken up football stitching as regular but part-time mode of earning to support their family and almost all of them decided to take up this profession on their own.

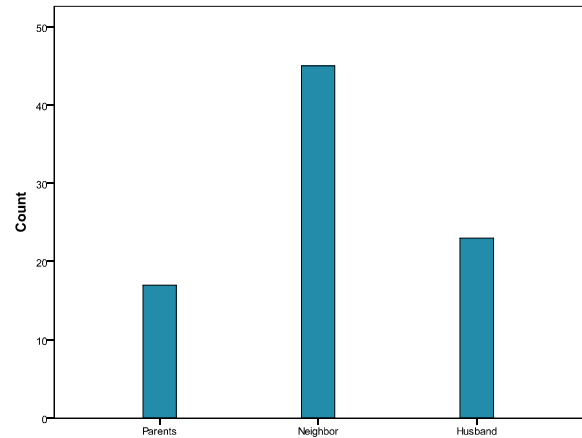
Time Spent in Football Stitching

Majority of the HBWWs reported spending 4-6 hours to stitch 2-3 football daily, for which they get 20 to 25 rupees per piece. A significant proportion of these HBWWs spend even 6-8 hours. The amount of labor and effort spent in making of one football is lot more as compared to the amount these women are getting to stitch it. A clear imbalance exists in their daily wages, time and effort spent on making the product.





Q.20 Attended Any Skill Training Regarding FootBall Stitching?



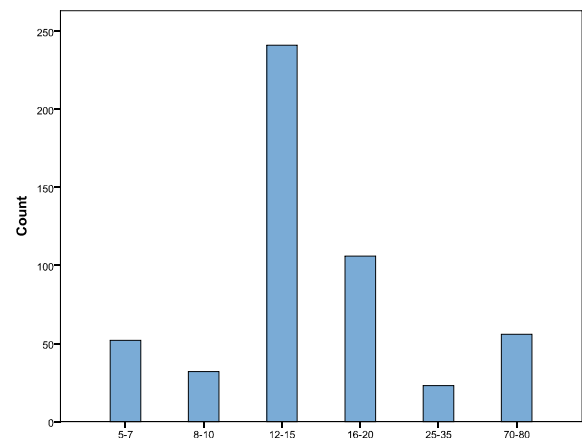
Q.20 (b) Who Trained you ?

Output and Financial Returns for Football Stitching

With all this time that these HBWWs spend on stitching they are mostly able to stitch not more than 2 to 3 balls per day and 12-20 balls per week. With a payment of PKR 20-25 per ball, these HBWWs are expected to make PKR 50-75 per day and 300-500 per week. A total income of PKR 2000 per month is too low to spend 4-8 hours per day with such laborious and tedious work.

Training for Football Stitching

Very few of these HBWWs i.e., 80 out of 525 had received formal or informal training in hand stitching footballs. Majority of these were trained by their neighbors. This indicates that the craft is just adopted among these HBWWs just through observation, which may be responsible for more errors and less quality resulting in less payment and future orders for these women.



Q.33 (ii) How many footballs are produced Weekly?

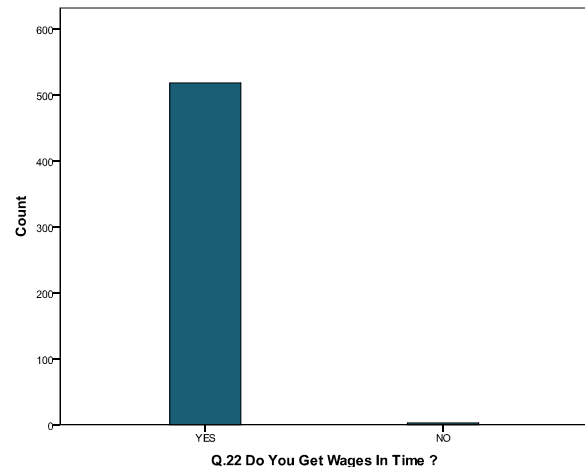
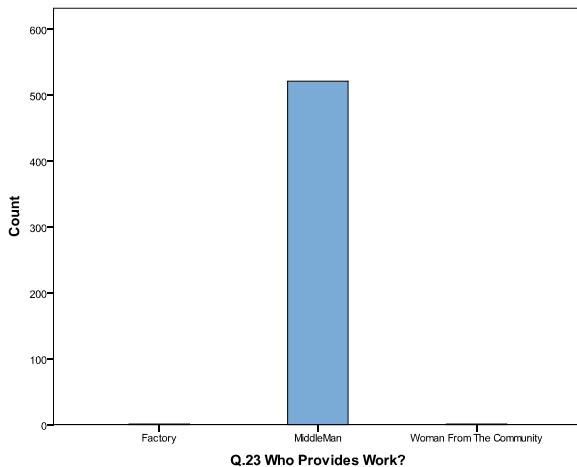
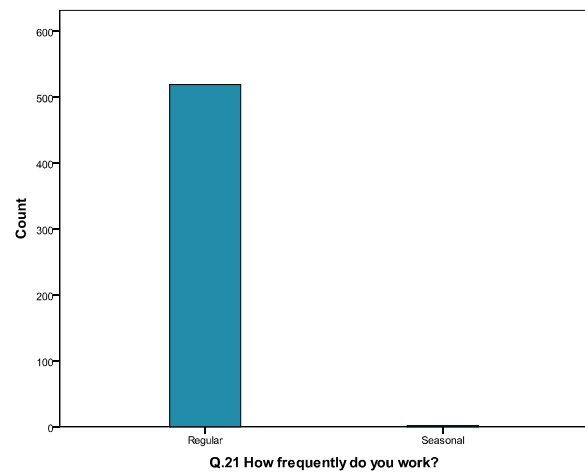


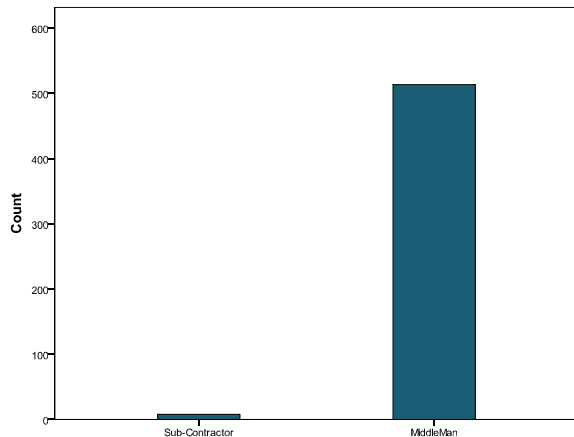
Regularity of work

Despite these odd circumstances the HBWWs stitch these footballs regularly throughout the year. The only exception to this is the monsoon season, when the orders reduce due to humidity in the air that obstructs quality stitching. The monsoon season is usually 3-4 months long in Punjab which means that for that period, HBWWs are not able to contribute to the household income which may have an adverse effect on the socioeconomic challenges faced by the family.

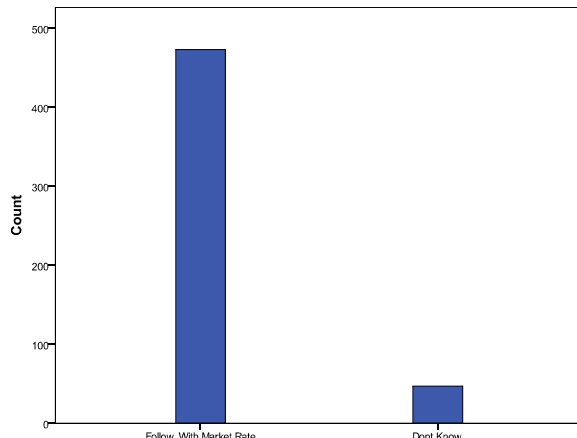
Increment and Growth with Football Stitching

Apart from being low paid and reduced orders, HBWWs do not have any work issues with football hand stitching. They receive work through the middleman and contractors and are paid wages on time on a weekly basis. This means they do not have to travel long distance or wait long for their payments. However, they never receive or asked to receive any payment slip along with their wages. Majority of them have requested their contractors and middlemen for an increase in wages but were told that their wages were in accordance with the market rate and therefore less than 100 HBWWs reported an increment a year ago.

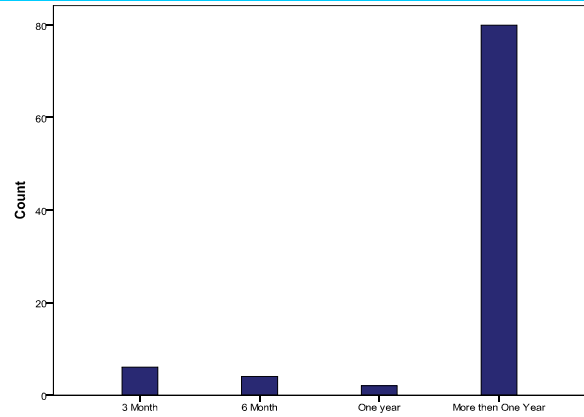




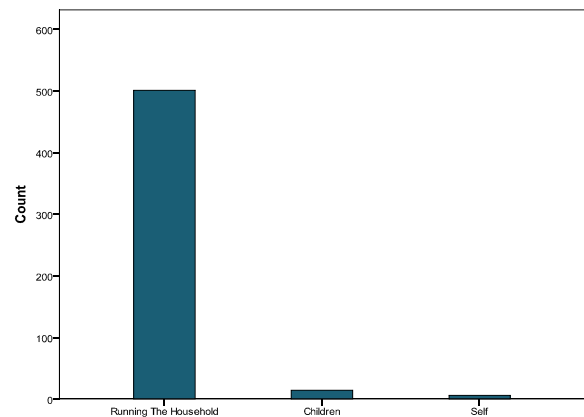
Q.24 Ever Appealed To Anyone For Increase Of Rate?



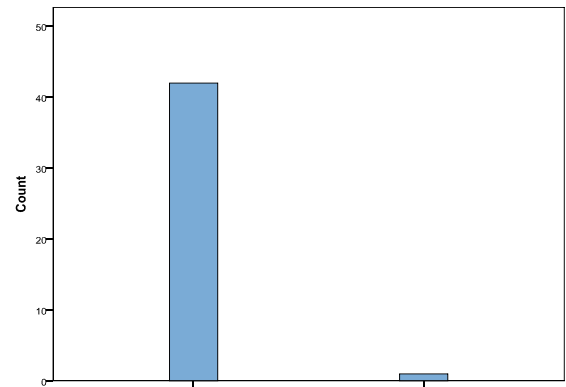
Q.24 (a) What was the Response?



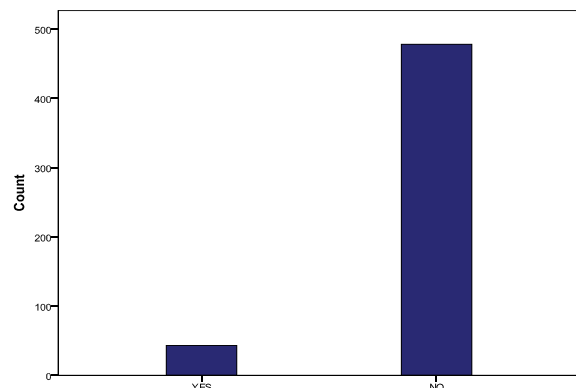
Q.26 When was the Last time your Rate was Increased?



Q.25 Where is Your Income Spent?



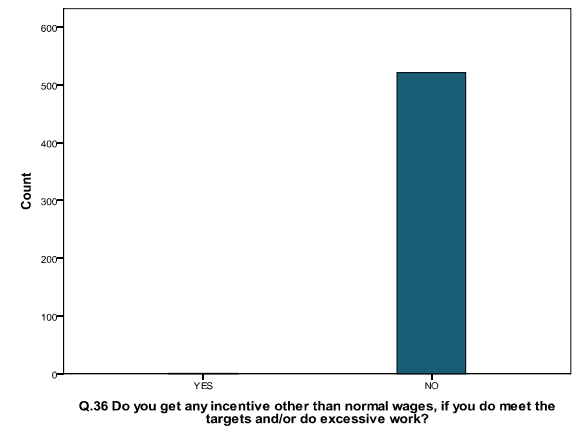
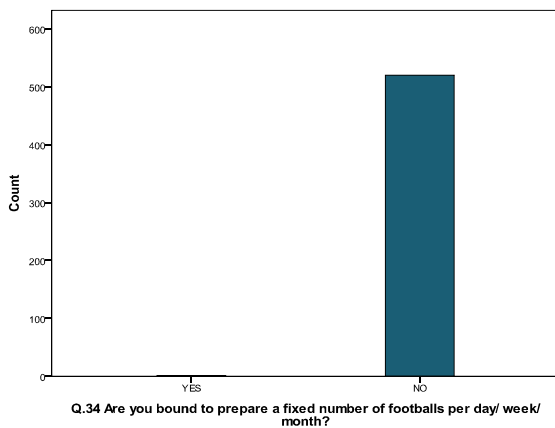
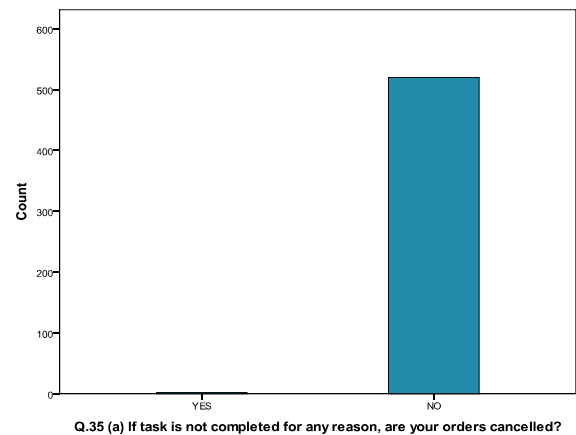
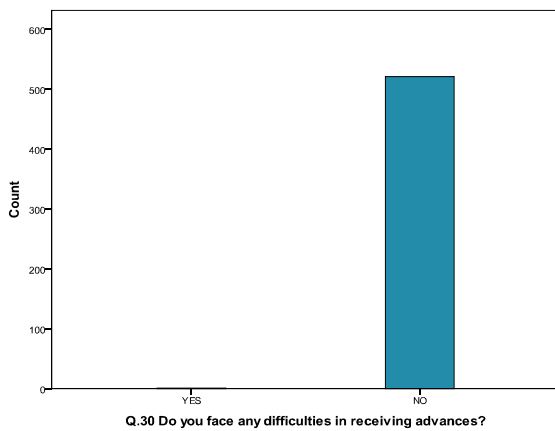
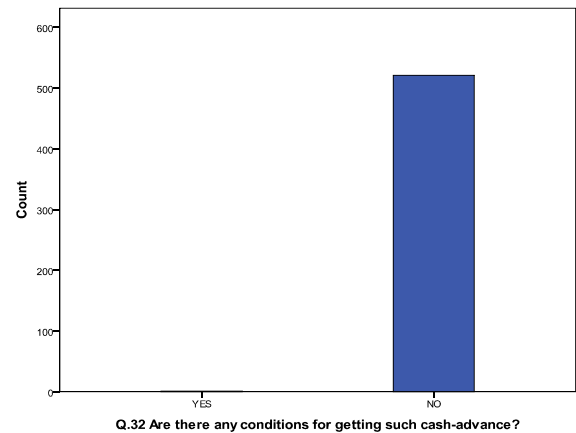
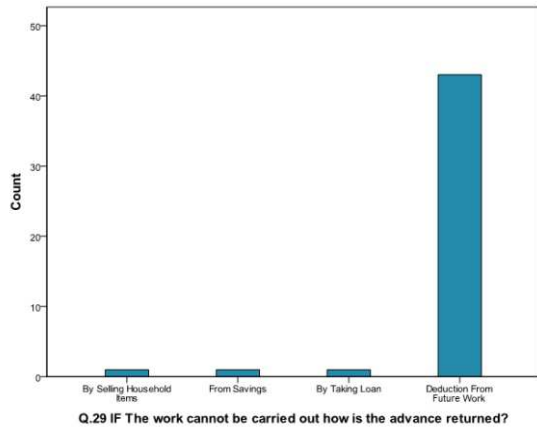
Q.28 How it is Returned?

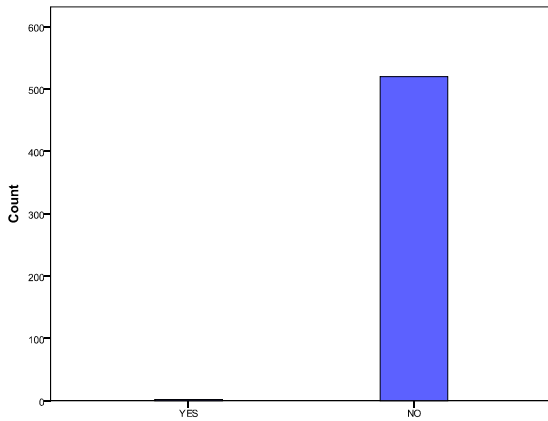


Q.27 Do you take advances to meet your expenses from Contractor/Employer?

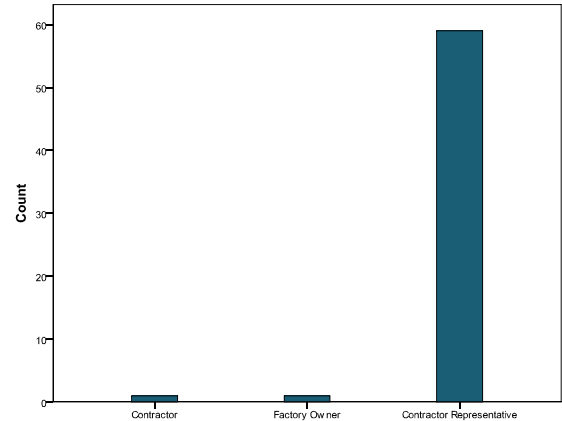
Around 50 HBWWs reported that they have taken advances for their work from the contractors which they get deducted from the payment for their work at present or in future. This contradicts the information received from one of the contractors who reported that most of these women are continuing this work just because they have taken advances and are now working just like bonded labor. These advances are usually available to them without any difficulty or conditions. They are also not required to produce any fixed number of footballs during a day or week.

There is a sense of job security as well. Because there is a limited number of HBWWs now working in this field, the orders continue to stay with them even if they are not able to complete them within the given time frame. However, there is no incentive other than normal wages associated with finishing their orders within the stipulated time or doing excessive work during the week. This indicates that these HBWWs have no motivation to perform better or quicker than they are at the moment.





Q.35 (b) If yes, is there any risk of not getting work orders in future?



Q.37 Who provides you the tools used to produce those pieces?

Provision of Tools for Football Stitching

Football hand stitching requires several tools, which include:

Wax cuks; a wax like substance that is laced on to the factory-supplied thread, giving it stiffness

Champ; a wooden holder that is clutched between the knees in a sitting position to hold the football in place while being stitched

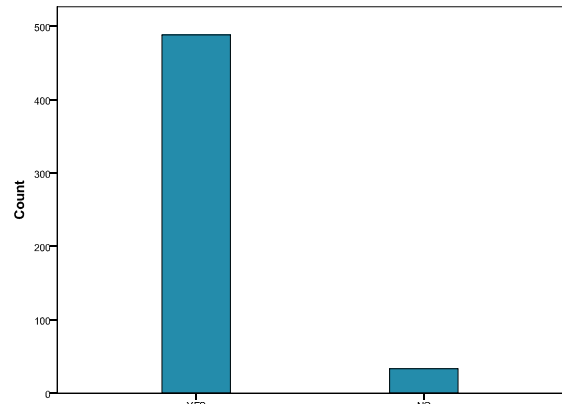
Needles; a thick and heavy set of needles made of wrought iron that can pierce through the stiff treated panels of the footballs

Rumbi; it is similar to a chisel and is used to cut the stiff treated thread during the football panel stitching process

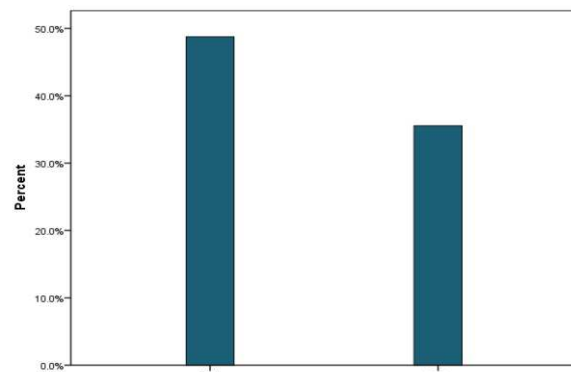
Phandur; is also a thread cutting instrument

Needles; these needles are thin, more like the ones that are used to stitch Jeans or thick cloth

Rings of leather made for fingers; these are two pairs of leather made rings that look like little wheels. They are worn on middle and the ring finger to apply pressure to the wrought iron needles so that they can force the thread during the stitching process



Q.39 If football stitching material is provided by the contractor then in case of damage is there any replacement of it?



Q.39 (ii) how much deduction is made?

Wax; this is ordinary wax that is also applied to the thread to add strength and to make it slippery

Tan dee; it is a form of yarn that is similar to the one that was used in flying kites, it is fused with the finished thread and then stitched into the football to give all the panels the added stiffness and strength.

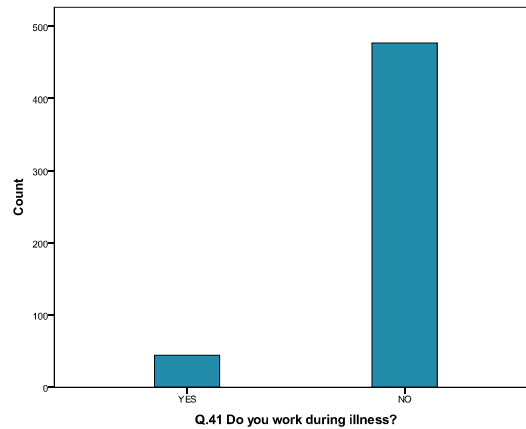
In most cases, these HBWWs receive these tools from the contractor or the middleman who replaces them also if they are damaged deducting a significant amount of PKR 7 to 10 from their wages for replacement in some cases. In other, this replacement is done without any deduction.

Health Issues with Football Stitching

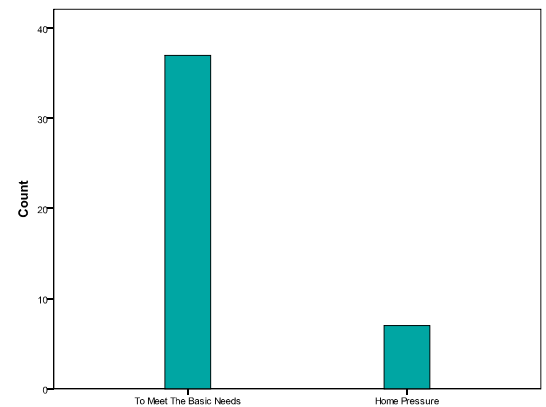
Most of these HBWWs do not work

during illness. When they rarely do as reported by around 40 HBWWs that is mostly because they have to meet basic needs of their own and their families. There is less risk

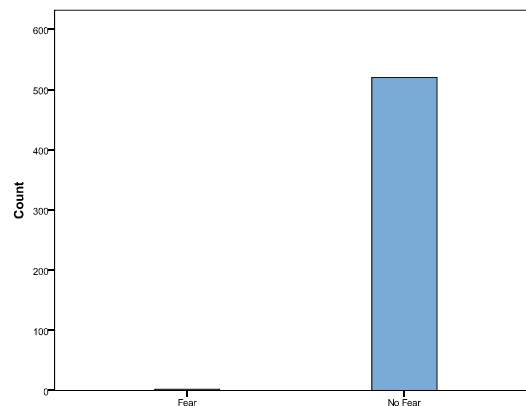
involved if they refuse work due to illness, as they will continue to get orders, if there are any. The hand stitching of these footballs is very tedious and physically laborious as almost 200 HBWWs reported physical problems like muscular and joint pain in hand and shoulder as well as headache resulting from this task. 07 HBWWs also reported skin problems and issues with eyesight.



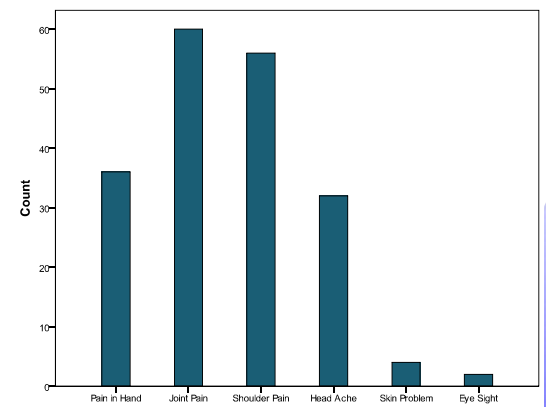
Q.41 Do you work during illness?



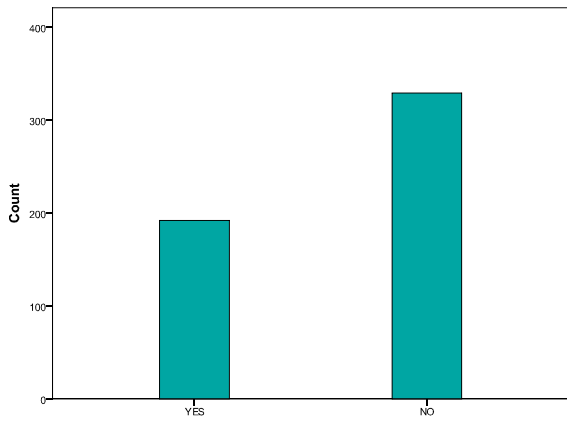
Q.41 (i) Why Do You Work During Illness?



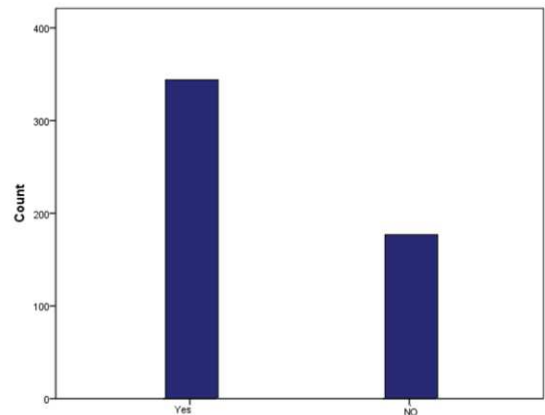
Q.41 (iii) have fear of losing orders in future as well?



Q.42 (a) If Yes, What kind of illness/Physical problem do you generally face?



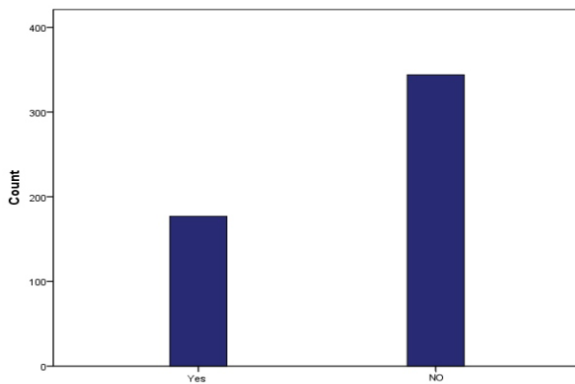
Q.42 Have you ever faced any specific illness/ physical problem due to this work?



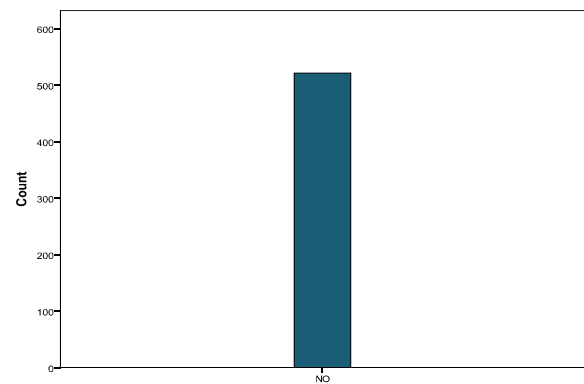
Q.43 (i) Are you satisfied with football stitching Work?

Satisfaction with Football Stitching

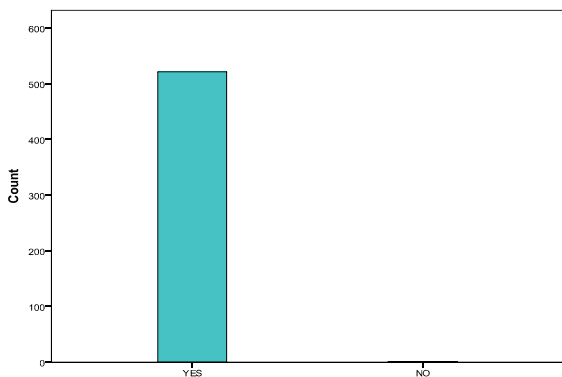
Overall, majority of these HBWWs i.e., 350 HBWWs out of 525 reported that they were satisfied with hand stitching of these footballs but were quite dissatisfied with the wages they receive in return of their effort. The rest of them reported satisfaction with both this



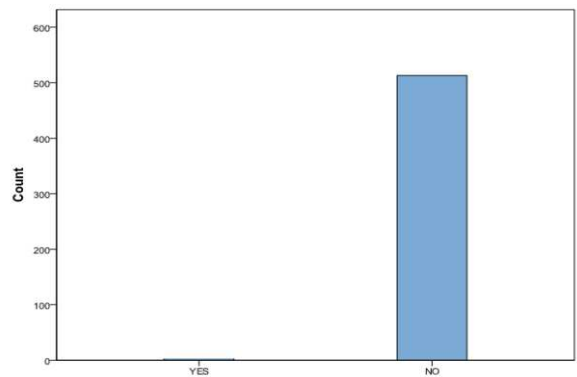
Q.43(ii) Are you satisfied with football stitching Wages?



Q.44 Did you ever do any other type of work?



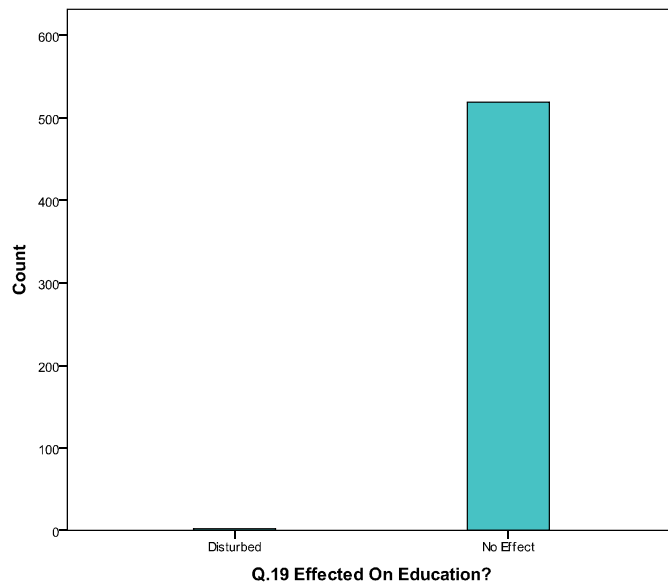
Q.45 Would you like to be involved in any other kind of work?



Q.46 Did you receive any type of training for that work?

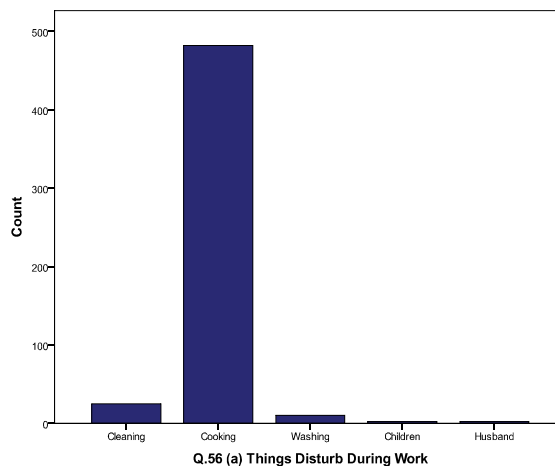
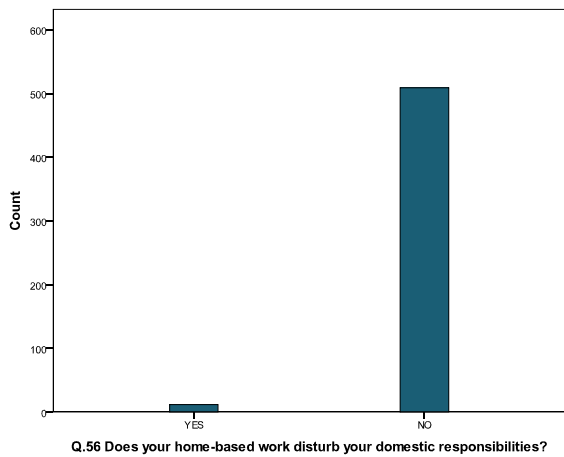
work and wages which is apparently due to lack of other opportunities as when they were asked if they ever tried any other type of work, their answer was a unanimous negative and most importantly when they were asked if they would like to get involved in any other kind of work, their response was affirmative unanimously. However, since they have never received any training for football stitching or any other type of work, they have never explored any opportunity.

The hand stitching of these footballs does not disturb HBWWs' education and domestic responsibilities except cooking, which again they manage fairly well without any external help. One reason for education not getting disturb could be that these villages only have only primary schools and in half of the cases a middle school. Till the time these girls have passed out from the middle school, they are not involved in football hand stitching. There are very few high schools for girls, which makes it quite impossible for these HBWWs to continue their education. This suggests that if they are given an opportunity to do any other work that pays them better, they will eagerly switch to it and continue without their household and personal lives being affected.



Awareness and Extent of Gender-Based Rights, Discrimination, Harassment and/or Violence among HBWWs

A major objective of this research was to assess the level of awareness of these HBWWs regarding human and gender-based rights, and their understanding and experience of harassment and or violence/abuse at home or work. For this purpose, information was collected both qualitatively and quantitatively and is presented below.



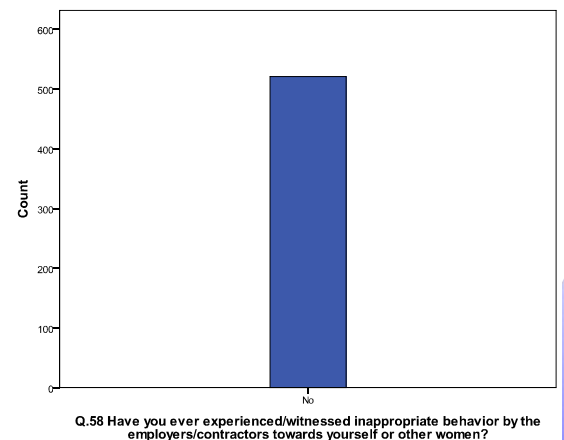
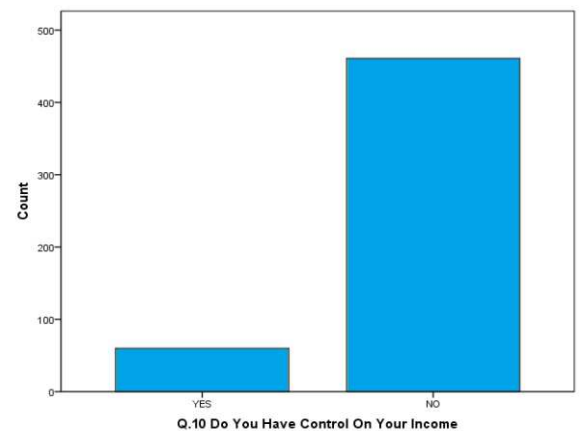
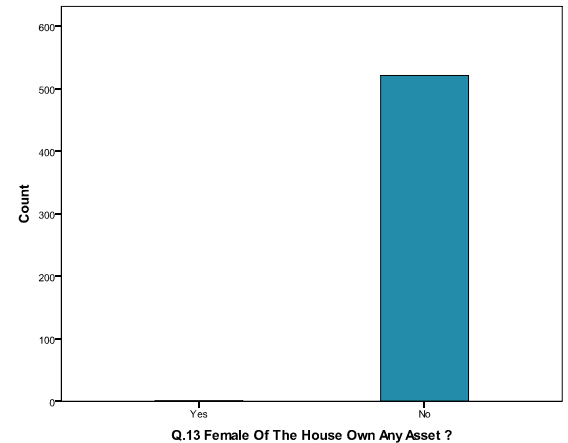
Awareness of human rights, labor laws and gender equality

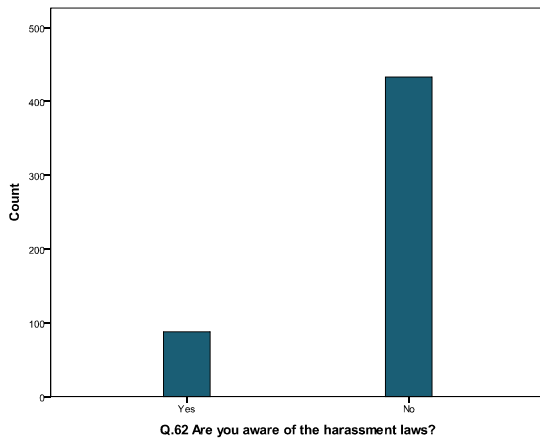
During the focused group discussions, HBWWs were asked about how aware they were of human rights to life, equality and opportunity. They all reported having no awareness of them at all. In fact, they asked the moderator to inform them regarding it. Only 2 HBWWs reported some awareness of labor laws during survey and that also was limited to the information regarding minimum wages. Some sense of their awareness was obtained through direct and indirect questioning during the survey as well and it was seen that they were unaware of their rights that reflected in their current scenario. For example, almost all of them reported having no control over the income they earn through football hand stitching. We have seen earlier that whatever

they earn, they spend it on family expenditures and are not able to save or spend anything for their own self. They also reported having no ownership of the assets. 350 out of 525 HBWWs reported that they have no role in household decision-making. This makes them a majority of HBWWs who are dependent on other family members particularly men and decisions are made for them. The rest of them, which constitutes around 175 HBWWs, reported having some role in household decision-making and shared that their input is considered regarding important household matters.

Experience of Harrassment and/or violence at home or work

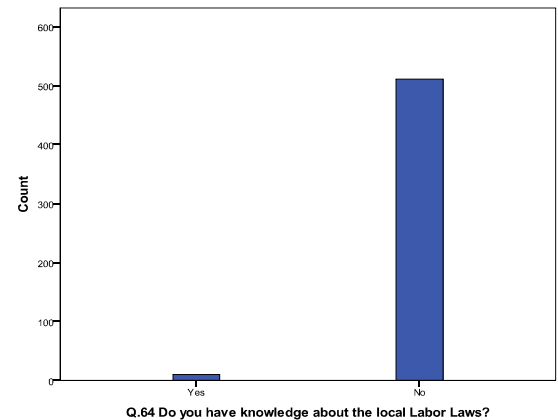
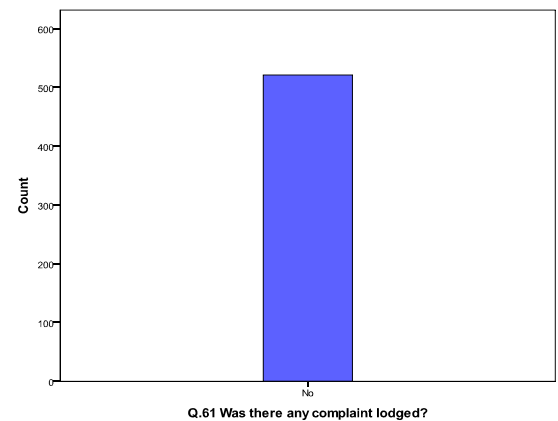
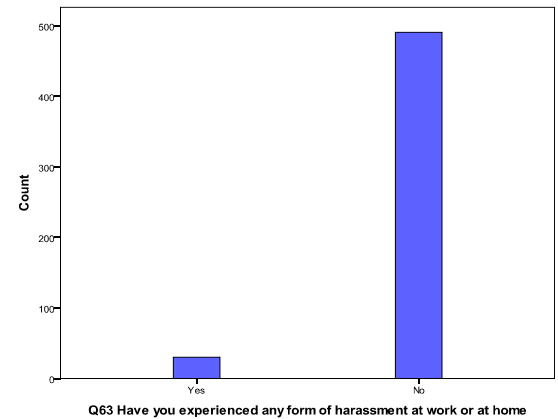
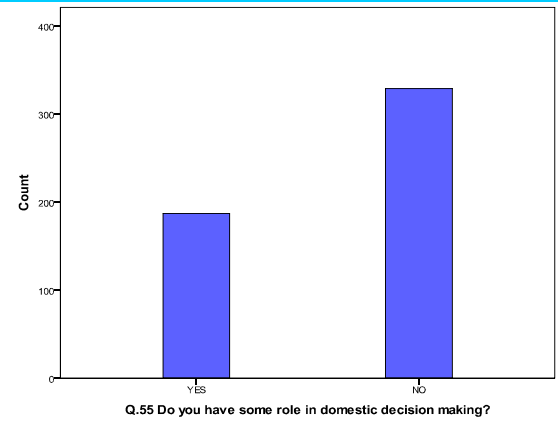
It was important to get an idea of the incidence of harassment and violence that these HBWWs may be subjected to. However, direct questioning in all cases was rather tricky due to the defensiveness of male figures whose consent was important to involve these HBWWs as study participants. Therefore, only few questions were asked directly in the survey and focus group discussions and a detailed in depth interview was conducted with few key informants separately to obtain information in this area. Less than 100 HBWWs are aware of harassment laws. The rest of them were completely unaware of

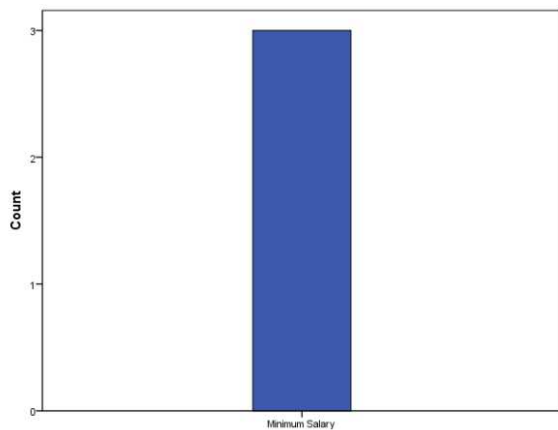




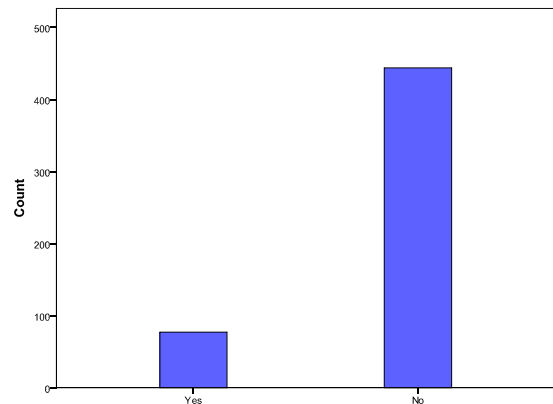
laws regarding harassment at home or work. When HBWWs were asked about whether they experienced any inappropriate behavior by the middlemen/contractors towards themselves or other women, they unanimously reported in negative. This is primarily due to the fact that these HBWWs never interact with these middlemen/contractors on an individual basis. They always meet in groups to take orders or return finished products due to the existing social norms and environment. However, a few of them did report harassment experienced at home i.e., 35 HBWWs.

Such a low figure may not reflect reality for two reasons: first, these HBWWs are little aware of what constitutes harassment and abuse as indicated by results above. They might be used to such practices and would consider such treatment as usual and expected; second, harassment reports are usually masked due to social pressures and norms encouraging these women to safeguard their family honor and not disclose such information to strangers. When discussed in groups, many women reported experience of harassment and ill treatment at home blaming it mostly on the socioeconomic factors and lack of proper and fair law enforcement. Therefore, even when such practices occur, no complaints are lodged as





Q.64 (a) What do you know about the laws protecting workers rights?

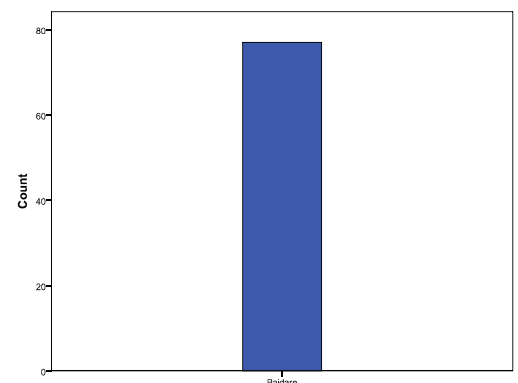


Q.65 Do you know about any trade union/ organization working for the rights of piece rate/ home- based worker?

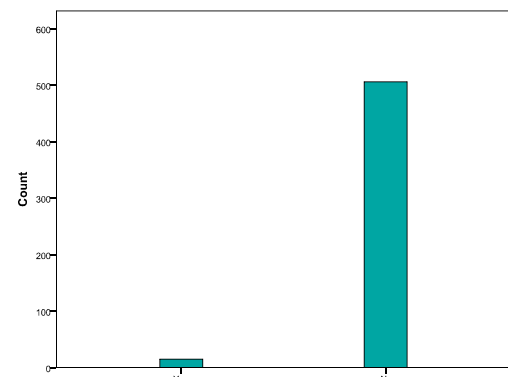
well. Most women reported experience of discrimination at work in terms of opportunities and wages, false allegations by family members and lack of respect from the community for women going outside and work. A lot of women reported that it is due to these social circumstances that they do not feel comfortable going outside and work and therefore were stuck with football hand stitching even when it pays very low and causes physical strain.

Awareness of and membership with trade unions/associations or organizations working for the rights of piece rate/home-based workers

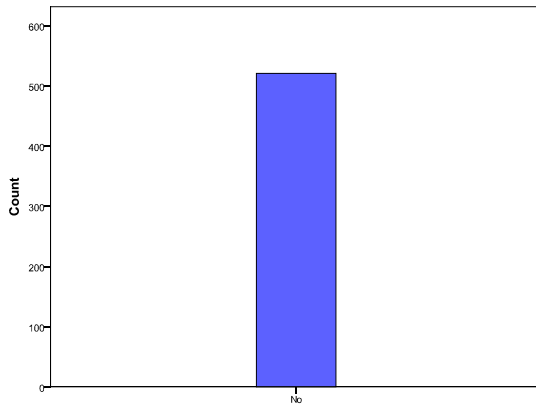
When inquired, 450 HBWWs were unaware of the existence of any organization or association working for the rights of home-based or piece rate workers. Only 75 HBWWs reported that they knew some of them but could only name Baidarie when asked to name them. Almost none of them are members of any association or trade union with an exception of 10 HBWWs. This was observed despite the fact that they all indicated no stigma or taboo associated with these memberships or proactive participation in these organizations. It appears that lack of awareness and lack of will to change their conditions coupled with a general sense of learned helplessness that prevails over our nation makes this all appear rather unnecessary. Moreover, these HBWWs are just too busy taking care of their households and generating supplementary income to support their male counterparts to get involved in such activities.



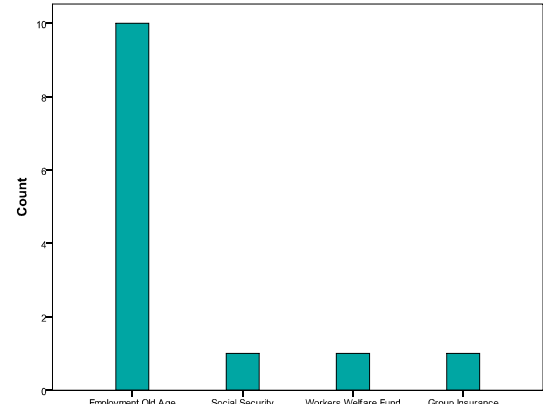
Q.65 (a) What is the name of the union/organization ?



Q.66 Are you member of that/some other trade union/ organization?



Q.67 Is there any stigma associated with membership or proactive participation in these organizations?



Q.68 Do you have some knowledge about the following institutions?

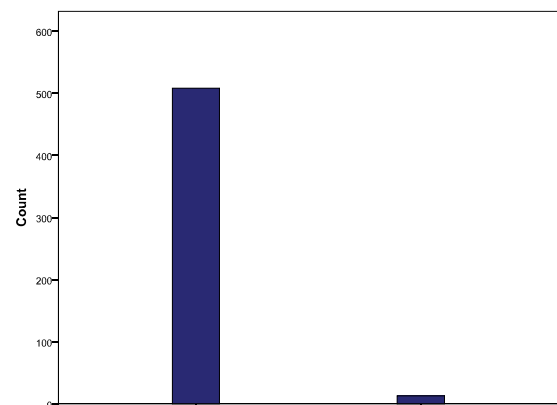
As far as the awareness regarding the government institutions like EOBI, Social Securities, Workers Welfare Fund and Group Insurance was concerned,

only 10 HBWWs had heard of EOBI and the other institutions were reported by only one HBWW while none of them were registered with any of these institutions. This again highlights the existing lack of awareness of the rights and benefits that may be available to them if they were engaged in formal

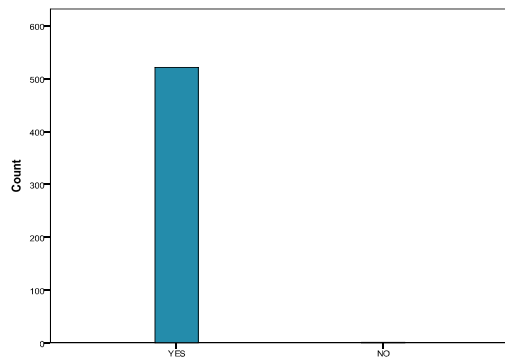
employment. It is important to note that in all these union councils of Sialkot District, no one has officially visited from the labor department or women development department despite this city being world famous for its craft for more than a century and generating significant revenue, Export figures rise to 1.6 Billion USD per year. This clearly indicates the lack of interest by the government officials as well to revive this industry and formalize its craftsmen to improve their status of living and the quality of products they prepare.

The Income-Generating Alternatives to Hand-stitched Football Business according to HBWWs

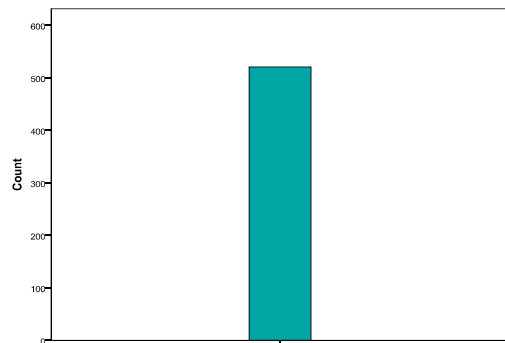
As mentioned earlier, despite having reported satisfaction with football hand stitching, all of these HBWWs showed tremendous interest and approval for any other work that they can do. It reflects on their keenness and readiness towards trying out an alternative source of income that can improve their condition. They reported that they have never received training for any other work however, when asked if they were willing to invest time and resources in getting to learn new skills, they all reported in affirmative.



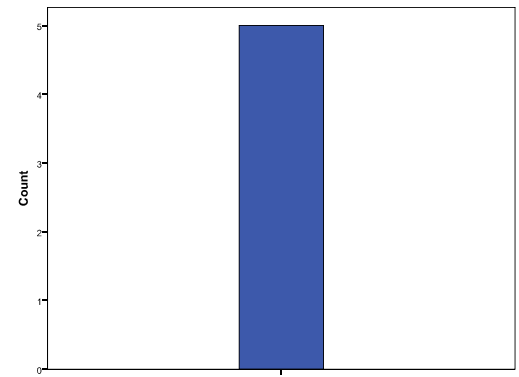
Q.47 you willing to do any other type of work?



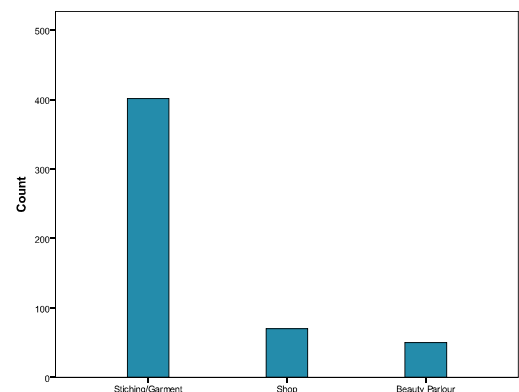
Q.48 you willing to learn the skills needed for that work?



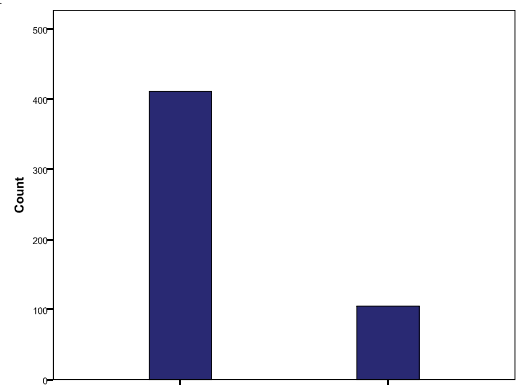
Q.50 Would you like to start your own business?



Q.69 Are you registered with any institutions?



Q.51 What Type Of Business ?



Q.52 Are you willing to work in Center / Unit?

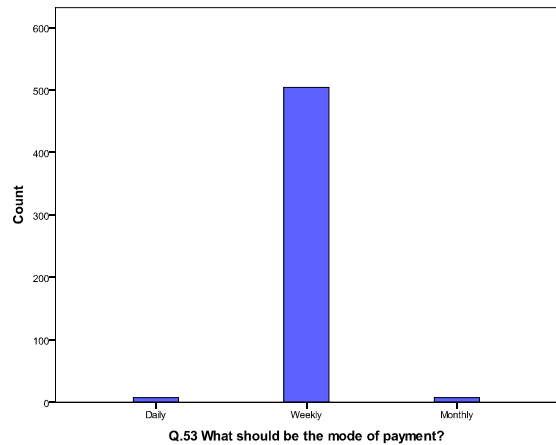
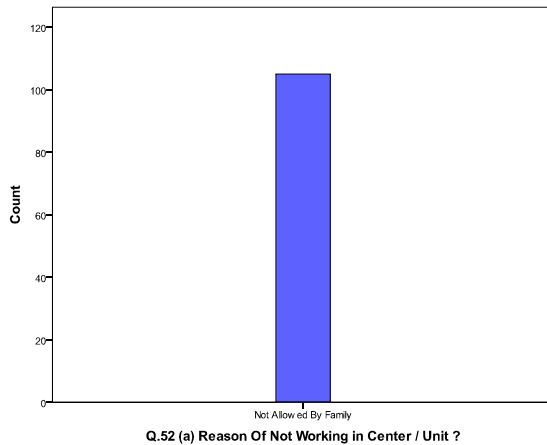
It is apparent from the data obtained that HBWWs are willing to engage in an activity that gives them continuous work and better payment. For that they can readily be available for 4-6 and in some cases 6-8 hours on a daily basis as well. They are all interested in having the opportunity to start their own business as that can give them complete autonomy and a lot of opportunity to raise their income levels. When asked about what kind of business they would like to start, more than 400 of these HBWWs showed interest in stitching/garments. A few of them also showed interest in managing a retail shop or starting a beauty parlor.

When asked if they were willing to work for a stitching unit, More than 400 HBWWs reported in affirmative. However, they revealed during the focus group discussions that the prevailing social atmosphere and increasing pressure and objections from their families, specifically male members, they would prefer to stay at home and work. For those who reported that they were not willing to work for a stitching unit, the reason was the same. More than 100 HBWWs reported that they would not be allowed to go outside their village and work. This clearly indicates that the social scenario in which these HBWWs live and work is not conducive for them to go out and earn for their own selves and their families. Therefore, a suitable alternative appears to be one that gives them an opportunity to work from home or work centers within the village, preferably involves stitching and pays them weekly as they are used to in their current job of football hand stitching.

The Income Generating Alternatives to Hand-Stitched Football Business

Manufacturing of Surgical Instruments

Manufacturing of surgical instruments is one of the established industries in Sialkot. For the purpose of this research, we interviewed Mr. M. Ashraf, Chief Executive Officer at Hilbro (Pvt.) Ltd. Hilbro is working since 1916 exporting surgical instruments to UK, USA, Egypt and Turkey . It employs around 1500 workers of which 10% are women. It is financially promising and the workers are paid on average of ten thousand rupees monthly. They are also planning to expand their work and set up training institute to enhance skills of their workers in view of constant expansion. However, manufacturing of Surgical Instrument is machine-based work, which they find is not conducive for the women of that area for two reasons. One, it is hard to train them as the work is quite technical, and second it is difficult to incorporate them in the regular scheme of work as they live under constant social pressures and have lots of social commitments, rather than to fully devote themselves to professional set up. Also, this work is quite technical and therefore cannot be carried out at home. Even according to the Sialkot Surgical Association, there is no opportunity available for home-based women workers in this industry.



Football Stitching Unit

Football is not only hand-stitched by HBWWs in Sialkot but there are industrial units that produce machine-stitched footballs and export them internationally. In this context, NHC interviewed Mr. Jarrar from Awan Sports. We learnt from this interview that the future of football stitching in Pakistan was not all lost. In fact, the overall world market of football industry has expanded. However, Pakistan is facing the decline in the production of footballs due to historical association of child labor with this industry, lack of innovation & technology and the overall socio-political situations of the country, the industrialists have no other choice expect to shut down their business and start some new one. According to them establishment of a training institution to promote skilled labor in this sector is a good idea and stressed the importance of hand-stitched balls by women suggesting increasing scope for them if the government support and training opportunities are available.

He stressed that innovation, efficiency in production, use of technology, cost and time effectiveness, waste management, and involvement of community are the most needed factors to revitalize the growth of this industry. He was quite supportive of the idea of establishing a stitching unit for HBWWs but emphasized that hand-stitched footballs should still be promoted as machine handling and training is very difficult task for women. He advised that the football stitchers should be trained for at least 06 months. This suggests that institutionalized machine and hand-stitched football training can increase the likelihood of income generation for HBWWs in Sialkot if the government takes enough initiative to support the export of these footballs.

Football Maker- Cottage Industry

NHC team also interviewed a representative of a small-scale football manufacturer who supplies hand-stitched footballs to Ali Traders since last nine years. He confirmed that people associated with football stitching are shifting to other jobs and the industry is declining. According to him, the major reason was reduced work ordered to Pakistan, which is causing a constant decline in the HBWWs income. According to him, stitchers get no more than PKR 60-65 per ball, and they cannot stitch more than three balls per day. That is why, most football stitchers are switching to other careers and jobs and only those have stayed who have taken advances and are now working like bonded labor because they do not have enough money to return the advances taken. As suggested by him, the only solution to this issue is to raise the price of football from PKR 65 to PKR 100 so that it can have a positive impact on the income of these people. This solution does not seem viable in the existing scenario of diminishing interest by the foreign customers in our hand-stitched football.

Hosiery

Similarly, hosiery was also explored as another income generation option for the HBWWs and NHC interviewed Mr. Khan from Fine Sports in this regard. Fine Sports is working in Sialkot since 1959 with a turnover of 25-30million Pak Rs. annually and is a good potential alternative for the HBWWs if they can be trained and are willing to work in a formal set up. However, Fine Sports is unwilling to invest in a set up exclusively for women as they feel women are less productive on machines. Garments industry is an assembly line work and everyone is expert in its own stage of work so it not possible to work at home.

Uniform Stitching

As discussed with Mr. Iqbal Jafree representing uniform stitching industry that prepares Scottish uniform, this sector has a lot of potential for women who are willing to work in a factory. If trained women are available, they are willing to employ them at their own production unit. It is a requirement of the international customers that all stitching will be carried out at the factory to ensure that there is no child labor involved also that the designs are not copied.

Shuttle cock making

Another potential avenue for income generation that was explored by NHC was making of shuttlecock. NHC interviewed Mr. Saqib who is involved in the making of shuttlecock since last five years and provides shuttlecocks to local markets. According to Saqib, this industry has a great potential for HBWWs as majority of their contractors engage both men and women as manufacturers who work from home. An estimated income on a daily basis is around PKR 250 rupees, which is significantly higher than what is expected out of football hand stitching. However, it is a very specialized job and also chain based work that requires minimum 2 years for training. The HBWW will have to be trained as group of 4; each one will learn one stage of the chain work. Therefore, it appears that HBWWs can be accommodated in shuttlecock making and will earn more than football stitching income per-day.

Paint Brush making

Another potential industry that seemed like an option for income generation for HBWWs was making brushes of different types and sizes. In this respect, NHC spoke with Mr. Malik Usman who was in the same business manufacturing paintbrushes of different types and sizes since last five years. It is a small set up that holds 15 workers at the moment. No female is working by considering the social circumstance require a totally separate center exclusively for these women. However, Mr. Usman still emphasized that women can be accommodated as this is 80% do able at home and can provide a good source of income for HBWWs. Once again, this job requires specialized training of at least a year and half duration, which can be provided on the job if funds are available to expand this industry.

Sialkot Chamber of Commerce

The Sialkot Chamber of Commerce and Industry is the premier /apex trade body representing the export-oriented industry of Sialkot. The Chamber was established in 1982 and the late Mr. A. D. Bhutta was its founder President with an overall objective to promote businesses and economic development in Sialkot while safeguarding their rights and benefits.

Keeping in view the need of time Sialkot Chamber of Commerce and Industry has established Women Resource Centre at its Premises. The Centre aims to work and serve the existing Business Women as well as new Women Entrepreneurs.

The Sialkot Chamber of Commerce has shown limited interest towards the idea of providing income-generation activities for HBWWs in Sialkot. They do offer small loan facilities to women with skills and experience to start their own businesses but do not build entrepreneurial and technical capacities of HBWWs.

The Training Centres and Resources Available to Support Alternate Income-Generating Opportunities

Leather Product Development Institutes

Leather product development institute exist as part of TEVTA and is capable of providing stitching training for the following products:

1. Sports wearing- Marshal Arts
2. Gloves stitching
3. Garments

They have all the all the equipment and trained staff and provide six month training for ten different operations that include cutting, stitching and packaging. They are concerned about the huge dropout ratio as by the end of six months only 25% students remain in training. Have provided limited training to women, the women training programs are carried out on request of Industries and NGOs.

Apprenticeship training Center (TEVTA)

The apprenticeship training center also runs under TEVTA and conducts the following technical courses:

1. Electrician general (2years)
2. Surgical (2 years)
3. Welder (2 years)
4. Leather garment stitcher (1 year)
5. General fitter (2 years)

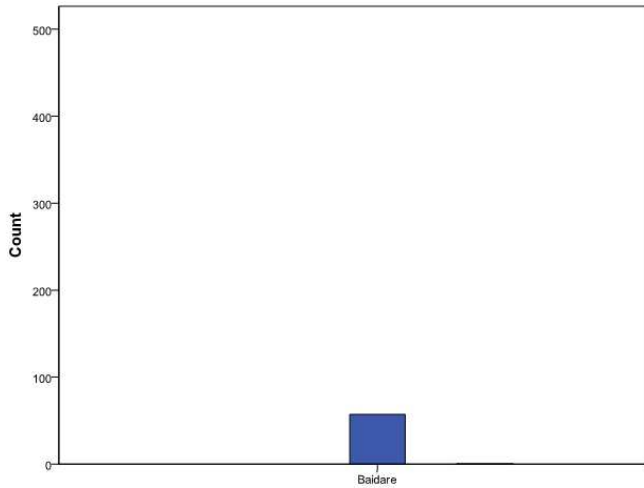
The short courses are also available in these fields and they provide 4500 stipend per-month to students in need. However, they also provide these trainings to men only because of the logistic and social issues. They can also, however, arrange special trainings for women on requests from the industries.

Women Training Center (TEVTA)

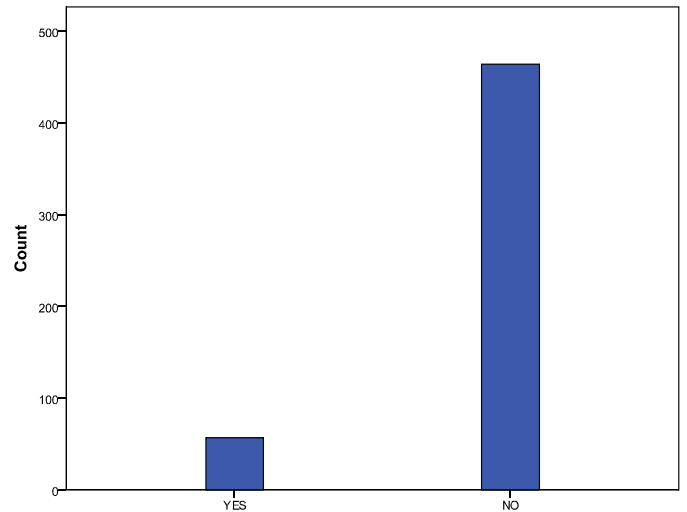
Women training center also operates under TEVTA specifically providing training to women in the following areas:

1. Computer training
2. Dressing making (pattern making)
3. Beautician

The duration of these trainings varies between three months to one year. However, there seems to be a disconnect from the market needs and it is important to analyze the extent to which they provide additional income opportunities for HBWWs.



Q.54 (a) What is the name of the existing skill training facilities in your area?



Q.54 Are you aware of any other existing skill training facilities in your area?

NHC team also asked HBWWs if they were aware of any training institutes in their area during the survey and the focus group discussions and the only place that a few of them were familiar with was Baidarie.

RECOMMENDATIONS

Capacities Needed to Increase Income Generating Opportunities

Social Capacities

- The social analysis of HBWWs in the four union councils indicates that there is a dire need for their social capacity building.
- More than 90% HBWWs are less educated and extremely unaware of their rights as a human, woman or as a home-based worker.
- The family members, the community as well as the employers in the market deny their rights. Only 15% reported having any access to their income and none of them reported owning any assets. More than 80% reported not getting any increments in the last year and all of them get work through the middlemen and thus have no access to the direct market.
- They suffer discrimination between the workers in the formal and informal sectors as they are paid less than the market rates and not given equal opportunity to equip themselves with skills, receive ill treatment at home and outside as witnessed through HBWWs reporting incidence of abuse in FGDs and low payment (PKR25-30 per ball making it around PKR 3000 per month) all at the same time.
- It is high time that they organize themselves and increase their knowledge of basic human and gender rights. Therefore, it is recommended that community/village organizations be formed in each union council that becomes the voice of its members and communicates with the stakeholders as a group.
- Such a group will be influential and can safeguard the rights of HBWWs both at home and work providing them moral and social support. It is also recommended that these community organizations' also receive formal capacity building for their organization and awareness of gender based discrimination and mainstreaming.
- The community/village organizations can network and develop linkages with exporters, industrialists, NGOs, trade unions, professional associations and even labor market, international export and women development departments in the government as well.
- The community organizations can also be responsible to resolve all sort of issues raised in the same community. These community organizations can play a pivotal role in negotiating and managing for decent home based and industrial work at equitable conditions and safe environment for these HBWWs.

Financial Capacities

- In Pakistan, women are most neglected part of society mainly due to social and economic reasons. Yet they are compelled by circumstances to contribute and at times, take charge of the financial situation of the family.
- As the survey for this study revealed, 85% of these HBWWs were involved in football hand stitching to support their families financially and were stuck with this job despite it being the lowest paid and physically intensive task in the absence of other financially viable options.
- Several industrialists, working locally and internationally, showed huge interest in expanding their work to accommodate HBWWs but are reluctant to do so as they do not have the financial capacities to invest in the process (like setting up a separate work unit in villages or provide transport to women workers). Similar scenario was observed with training facilities.
- If financial support can be given to these industries or a support organization to set up training courses and work for these HBWWs that is conducive to their needs and social environments, then these HBWWs will not require working for football hand stitching manufacturers under such difficult circumstances anymore and will have an alternative before the football hand stitching industry fades out completely.
- Financial support may also benefit HBWWs who are trained and then ready to set up their own small businesses.

Technical Capacities

- ♣ A major reason behind the dearth of income generating opportunities for HBWWs is their lack of training and skill development.
- ♣ These HBWWs have never received any formal training for football hand stitching or any other skill that could be utilized for income generation.
- ♣ All of them pick up the skill by observing their families and friends and start practicing while working. Such an opportunity is not available in formal setup where quality control is a major concern.
- ♣ Many industrialists that we spoke to were looking for trained workers for their product manufacturing and were not willing to invest in on-the job training. Garment industry is one such example, which can accommodate HBWWs only if they are trained. This suggests the importance of setting up training institutes or expanding the current ones to accommodate skills and trades that are currently preferred in the market.
- ♣ Many training opportunities are available but only restricted to men in the community either because of lack of resources or because of social pressures. It is important that updated training courses based on the industrial requirements are available for the HBWWs so that they can update themselves and benefit from an expanded base of income-generation opportunities.

- ♣ Some of the training courses that have been identified by the industrialists include glove stitching, garment stitching, shuttlecock manufacturing, and uniform stitching.
- ♣ Stitching seems to be a preferred area of skill development for 85% HBWWs also as most of them showed preference for it. The rest were interested in beautician courses.
- ♣ Apart from increasing their technical capacities for specific skills and trades, it may be helpful to also train them in entrepreneurship so that they can use these skills to initiate their own businesses at some point in the future. This will help the HBWWs to empower themselves with the increased number of small and medium businesses besides being a worthwhile opportunity for sustained financial support for these HBWWs.
- ♣ One factor that must be kept in mind in this regard is that these training options must be provided with the villages of these HBWWs. Due to the social barriers and household responsibilities, these HBWWs will not be able travel long distances or go out of the village. Therefore, these training units will be most effective if they are established in their own villages.

Alternative Income Generation Sources

In lieu of all the findings through the tools of research, the NHC team has concluded that:

1. HBWWs in these union councils of Sialkot district are contributing significantly to the household income by stitching footballs.
2. The income from football hand stitching is reducing greatly in the recent times because of declining orders and shift from hand stitched to Thermo bonded and machine stitched balls.
3. While football hand stitching is an important and regular activity for these HBWWs, they are by no means full time workers and primary bread earners at all times or can ever take that role. Their primary responsibilities lie within home making and they only cannot ignore that.
4. The social barriers also do not allow these HBWWs to leave their homes even if it is for making a living. Therefore, income generation opportunities must be the ones that can be available to them inside their homes or work centers located in the villages and yet more financially viable than football hand stitching.

Keeping these points in mind, NHC proposes to set up village based work/training stitching units for the HBWWs which can train them to stitch on machines and can also provide them an opportunity to work on orders for certain hours in the day. NHC has been able select the following professions in the export and cottage industries, which will be of importance for the financial survival of these HBWWs. In all such cases it is advisable to form work/training centers or units for collective working at the village level; thus quantity and quality could be controlled diligently and efficiently as well as keeping in line with the social norms and customs.

Stitching is a preferred skill for most of these HBWWs. They have been stitching clothes for themselves along with their relatives and neighbors and are well versed with the different patterns of it. Being trained on industrial stitching machines opens a number of opportunities for stitching sports/ school bags, sports gloves, uniforms and many more. Some of these options are given next:

a. Stitching Gloves

Once they are trained in stitching they can train themselves further to stitch gloves. They can take orders for these exporters and can produce working gloves and sports gloves of various designs, which include football, hockey, crickets, boxing and others.

b. Stitching Martial Art Uniforms

If the work/training center incorporates Juki stitching machines, on which stitching techniques of types various types of fabric and materials may be provided, these HBWWs can contribute in this area as well.

c. Badminton Shuttle Cock

After training at these units, the HBWWs can earn additional income through making of the shuttlecocks for badminton. Shuttlecock making is lucrative due to the ease of manufacturing process and availability of the required raw material.

d. Regular Enamel Paint Brush

The fourth category is based on paintbrush assembly. The different parts of the brush ready to assemble need to be put together only. The bristles are imported from China; the metallic coverings that the bristles are squeezed into along with finished wood handles are pre-made and are purchased. The main task of producing a paint brush is to force a pre-determined quantity of hair bristles into the metallic coupling, which in turn is hammered and glued into the finished wooden handle. The entire finished brush is then packed into a pre-printed cardboard covering for the specific manufacturer. Again like the footballs there are categories of paintbrush bristle qualities but the payment of labor is not directly dependent upon the criteria. Training for this category can also be provided at the village based work/training centers and the space can also be available to work collectively on the orders for making paint brushes of various types.

All the above-mentioned four sources of income are variable, based on the time spend at work. None of them are laboriously as exhaustive as the stitching of football and are currently in demand both inside and outside the country.

Document No: 1 INTERVIEW SCHEDULE

A study for alternative income generation resources for Home Based Women Worker in football industry

Badarie Baseline Survey: Identifying Information

Researcher _____ Organization NH Consultancy

Baidarie Assistant _____

Location

Village / Town _____ Union Council _____ Tehsil _____

District _____ Date _____

i. Name of respondent _____

ii. Father / Husband's Name _____

iii. Age _____

iv. CNIC YES / NO

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Address

House # _____

Lane _____

Mohala _____

1. Marital Status

Single	Married	Separated	Divorced	Widow
01	02	03	04	05

2. Type of Family

i. Nuclear	03	Husband, Wife, Child
ii. Joint	02	Parents, un married Sis, Bro
iii. Extended	01	Married Brother , Sister, Uncle, Aunts

3. Type of House

Own	Rented	Any other
02	01	03

4. Structure of House

Kacha [with no beams of pillars]	Paka [with both beams and pillars]	Kacha/paka [may be pillars but no permanent roof]
01	03	02

5. Household Facilities

Facilities	Yes	No
Water /source		
Electricity		
Gas		

Bathroom		
1.Flush connected to public drainage pit		
2. open drain		
3.Dry raised latrine		
4.Dry pit latrine		
Sewerage		
Description of Rooms	Rooms	
Sahan		
Branda (in feets)		
Total area of house		
Marla:		
Kanal:		

Observation of the researcher about the house structure

6. Household Members' Profile

S. #	Name	Relation with worker	Age (years)	Sex M=1 F=2	Marital Status (code)	Education level	Daily Income	Monthly Income	Employed	Unemployed	Student	HBWW
1		Self										
2												
3												
4												
5												
6												
7												
8												
9												
10												

Education: Primary = 1, Secondary = 2, High = 3, Collage = 4, No Education = 5, No School = 6

Family: Single = 1, Married = 2, Separate = 3, Divorced = 4, Widow = 5

Relation : Husband = 1, Son = 2, Daughter = 3, Mother = 4, Father = 5, Brother in law =6, Sister in law =

7, other = 8

7. Total Family Members

Response	
i. Earners	
ii. Dependents	
iii. Total	

8. Total Earnings _____

9. Do you have any other source of Income **Yes** **No**

10. Do you have control over your income **Yes** **No**

11. Monthly expenses of your family _____

12. Family Assets

Assets	Yes	No
	(specify where needed)	

Land		
Livestock: buffalo/Cow/Horse/Sheep		
TV		
Fridge/Washing Machine		
Motorcycle/Tractor/Car		
Electric fans		
Room cooler/Heater		
Water pump/Hand pump		
Landline telephone facility/Cell phone facility		
Cooking Stove		

13. Do the female of the household owns any of these assets.

- a. Land YES / No
- b. House YES / No
- c. Livestock YES / No
- d. Others YES / No

14. Have you or a family member ever been ill that resulted in a major permanent handicap or chronic condition?

Response	
i. You (Yes/No)	
ii. Others (Yes/No) Please Specify relation _____	

a. If yes, nature of illness?

15. How long have you been stitching football?

16. What was the reason for adopting this work? Please check all that apply

i. To support your family	
---------------------------	--

i. Group Influence	
ii. Family pressure	
iii. To become independent	
iv. There is no other choice	
v. Any other reason	

17. Who convinced you to start this work?

1	2	3	4	5	6
Self	Husband	Family member	Neighbor	Contractor / Middleman	Any Other

18. How many hours do you work daily?

1-2 hours	2-4 hours	4-6 hours	6-8 hours	➤ 8 hours
01	02	03	04	05

19. Effect on your education.

a. Was it discontinued?

b. Was it disturbed?

c. No effect.

20. Have you attended any skill training regarding football stitching? Yes/No

a. if yes, please explain when and where?

b. Who trained you?

21. How frequently do you work? Regular/Seasonal

22. Do you get the wages in time? Yes/No

If no, why are the wages delayed -----

23. Who provides Work?

a. Factory

b. Middleman

c. Woman from the community

24. Have you ever talked to any other person asking for increase in your rate?

Sub-Contractor	Yes	No
Middleman	Yes	No
Factory	Yes	No

If yes, to whom you talked? And what was the response? -----

If not, why did not you ask? -----

25. Where is your income spent

- a. On running the house hold
- b. On Children
- c. On your self
- d. Saving for an emergency
- e. Saving it for your marriage.
- f. Saving for your children marriage.

26. When for the last time your rate was increased? -----

27. D you take advances to meet your expenses from Contractor/Employer?

If yes, how much amount can be obtained?

Short term basis (maximum amount)? -----

Long term basis (maximum amount)? -----

28. How it is returned? -----

29. If the work cannot be carried out how is the advance returned?

- a. By selling house hold items
- b. From savings
- c. By taking a loan

30. Do you face any difficulties in receiving advances?

31. Do you get any wage slip along with the payment? Yes/No

32. Are there any conditions for getting such cash-advance? Yes/No

If so, what are those conditions?-----

33. How many footballs are produced: Daily-----Weekly-----?

34. Are you bound to prepare a fixed number of footballs per day/ week/ month? Yes/No

35. If you cannot produce the fixed amount of the football, then what are the consequences?

a. If task is not completed for any reason, are your orders cancelled? Yes/No

b. If yes, is there any risk of not getting work orders in future? Yes/No

36. Do you get any incentive other than normal wages, if you do meet the targets and/or do excessive work? Yes/No

If yes, what are those incentives? -----

37. Who provides you the tools used to produce those pieces? Contractor/Factory owners / Contractor Representative.

38. Do you purchase the tools yourself? Yes/No

39. If football stitching material is provided by the contractor then in case of damage is there any replacement of it? Yes/No

If No, whether the amount is deducted from the wages Yes/No

If so, how much deduction is made? -----

40. Have you been able to save your earnings? Yes/No

If yes, how much? _____

41. Do you work during illness? Yes/No

If yes why? -----

If you cannot work during illness, then do you face any threat of cancellation of orders at hand with you? -----

If so, do you have fear of losing orders in future as well? Yes/No

42. Have you ever faced any specific illness/ physical problem due to this work? Yes/No

If yes, what kind of illness/ physical problem do you generally face? -----

43. Are you satisfied with football stitching?

Response	
i. Work Yes/No	
ii. Wages Yes/No	

44. Did you ever do any other type of work? Yes/No

a If yes

Response	Type of Work	Time Period	Monthly Income
i. Home based work			
ii. Worked at factory			
iii. Worked in center / units			

iv. Agri-labor			
v. Domestic Servant			

45. Would you like to be involved in any other kind of work?

46. Did you receive any type of training for that work? Yes/No

a. If yes please explain where and when?

b. Who trained you?

47. Are you willing to do any other type of work? Yes/No

48. Are you willing to learn the skills needed for that work? Yes/No

49. How many hours can you work daily?

Working hours	Response
i. 1-2 hours	01
ii. 2-4 hours	02
iii. 4-6 hours	03

i. 6-8 hours	04
ii. > 8 hours	05

50. Would you like to start your own business? Yes/ No

51. What type of Business?

52. Are you willing to work in Center / Unit? Yes/No

If No, please explain

53. What should be the mode of payment?

Response	
i. Daily	
ii. Weekly	
iii. Monthly	
iv. Another please specify	

54. Are you aware of any other existing skill training facilities in your area?

		Who / organization	Where / location
i. Yes			
ii. No			

17. Do you have some role in domestic decision making? Yes/No

a. If yes, what kind of decision do you make at the house hold level

b. -----

56. Does your home-based work disturb your domestic responsibilities? Yes/No

a.	Cleaning	Yes	NO
b.	Cooking	Yes	NO
c.	Washing	Yes	NO
d.	Children	Yes	NO
e.	Husband	Yes	NO
f.	Livestock	Yes	NO
G	Other	Yes	NO

57. Does some body help you in doing your domestic duties? Yes/No

58. Have you ever experienced/witnessed inappropriate behavior by the employers/contractors towards yourself or other women? Yes/No

59. What is the means of communication with middleman?

a. _____

60. What is the frequency of the communication with middleman?

a. _____

61. If yes, was there any complaint lodged? Yes/No

a. If yes, was there any action taken? Yes/No

b. If no, why did you or others not complain? _____

62. Are you aware of the harassment laws? Yes/No

63. Have you experienced any form of harassment at work or at home?

a. If yes, where? _____

64. Do you have knowledge about the local Labor Laws? Yes/No

a. If yes what do you know about the laws protecting workers rights? -----

65. Do you know about any trade union/ organization working for the rights of piece rate/ home-based worker? Yes/No

a. If yes, what is the name of the union/organization -----

66. Are you member of that/some other trade union/ organization? -----

67. Is there any stigma associated with membership or proactive participation in these organizations?

68. Do you have some knowledge about the following institutions?

a. Employment Old Age Benefit Institution (EBOI) Yes/No

b. Social Security Yes/No

c. Workers Welfare Fund Yes/No

d. Group Insurance Yes/No

69. Are you registered with any one of the above mentioned institutions? Yes/No

a. If yes then how has this interaction been positive etc? IF YES, HOW HAS BEEN THE EXPERIENCE? Good / Bad

70. Has Government Labor Department or Ministry of Women Development ever contacted you?

Yes/No

Thank you very much

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Document No: 2 - Interview Guide with Training Institutes

A study for alternative income generation resources for Home Based Women Worker in football industry

Researchers:

Date _____

Organization NH Consultancy

PERSONAL PROFILE

- I. Name _____
- ii. Contact number _____
- iii. Age _____
- iv. CNIC _____
- v. Education _____
- vi. Work _____
- vii. Address _____

- Q) What are the spaces available now for the HBWWs associated with football stitching in the market?
- Q) What are the alternatives growing business?
- Q) What is female ratio in your institution?
- Q) Do you have all the facilities and training staff to train the students?
- Q) What are the durations of training?
- Q) Can you hold special trainings on request?

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Document No 3. Interview with Industrialists and Contractors

A study for alternative income generation resources for Home Based Women Worker in football industry.

Researcher _____ Organization NH Consultancy

Baidarie Assistant _____

Location

Village / Town _____ Tehsil _____

District _____ Date _____

PERSONAL PROFILE

- i. Name _____
- ii. Designation _____
- iii. Contact number _____
- iv. Type of Business _____
- v. Factory name _____
- vi. Address _____

1. Q) When did your industry started working?
2. Q) What is the ratio of women in your industry?
3. Q) How you give job to women's?
4. Q) What is the ratio of training?
5. Q) What is the mode of payment and what is average income?
6. Q) Is there any difference in wages of males and females?
7. Q) What is the ratio of work shifts of workers?
8. Q) Are women's works in more than single shift (morning)?
9. Q) Are you planning for extension in your industrial unit?
10. Q) Can you establish small units?
11. Q) Can, you increase women's ratio in your industrial units?
12. Q) Has your organization ever tried to establish the training units?
13. Q) Where this training center will be located?
14. Q) Are satisfied with the productivity of different training centers which are operational in Sialkot?
15. Q) What is your annual financial turnover?
Thank you

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Document No. 4 Focus Group Discussion

*A study for alternative income generation resources for **Home Based Women Worker in football industry.***

1. Number of Focused Group Discussions

There were 6 discussions with groups of 10 Women selected from four UCs.

2. Objective:

To find out the acceptance, knowledge, aptitude from the Home based Women Worker Football stitichers on alternative source of income.

3. Total FGD's: 4

FGD in a day: 2.

4. Selection of participants:

The group was selected from the prior interviewed Home based Women Workers were and called for discussion on the alternative income generation sources.

5. Duration of the FGD:

- 2 hour session

6. Language:

Bilingual: Urdu and Punjabi (local Language)

7. Sitting Position for FGD:

The seating arrangement for the Focused Group Discussions was kept theatrical so that it was easier for the moderator to establish rapport with the participants, encourage interaction and discussion among the group members as well as observer gestures and keep check on the group.

8. Type of Focus Group used for the Study

Traditional focus groups

Moderator conducted the FGD and a note taker wrote down all the discussion elaborately as well as the observational data. A tape recorder was also used to record the discussion accurately.

9. Role of Moderator:

- Moderator facilitated the group and spent some time helping participants to relax and feel free to discuss their views as well explained the purpose of the group.
- Moderator made sure all the participants followed the Code of Ethics, since she had to deal with women from which majority were uneducated.
- Moderator assured the participants of maintaining secrecy and confidentiality of all the participants
- Moderator kept separate notes of observation besides the note taker.
- Moderator made sure the FGDs were conducted in an environment that is conducive to all participants' giving their complete attention to the discussion topics for the entire session.
- The Moderator collected points of view from the participants and the note takers and formulated a summary report for each Focused Group Discussion.

The FGD Moderator used a discussion **guide which described the topics to be covered. The discussion guide contained questions related to the objective as well as probes and rapport building questions. These questions were not all asked in the same sequence but the flow was kept natural making sure that all relevant questions were answered.**

10. Note Taker Role:

Note Taker accompanied the moderator in every focused group discussion. She took notes and wrote down all the discussion in detail. To make sure that she does not miss any information during the discussion, she was provided with a voice recorder. After each focused group discussion, she made separate files to keep the record safe.

Before finalizing his report which he will be sending to the moderator he will double check with the recording to see for any missing data.

The data provided by note taker : recording of the FGD, Notes taken on the Spot and compilation of those notes and sending an electronic copy to the moderator.

11. Equipment needed

- Voice recorder
- Camera
- Charts
- Pens

12. Transportation

The transportation for each focused group discussion was provided by the Baidarie.

13. Process of the FGD

Sections

1. Introduction

- Moderator introducing herself/himself not as a category expert
- General purpose of the group
- Administrative details of the proceedings
- Introduction of participants to group
- Establish the rules
 - Only one person talking at a time
 - Participants should speak loudly to be heard and recorded
 - Rules on food and drink
 - Make use of name tags

2. Data Collection

- Names, age, Skill
- Warm-Up Discussion (ice breaker)
- Subsequent discussion sections
- Finishing the focus group:

When focus groups is finished the moderator thanked the participants for taking part and left a contact name and number in case they wished to follow up any of the issues that were raised during the

14. Focus Group Discussion

Name of Facilitator _____

Name of Note taker _____

Baidarie Assistant: _____

Location: _____

Date: _____

Attendance Sheet given to the participants

Sr. no	Focus Group Attendees	Age	Skill
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

16. Question for the moderator

1. Are HBW still involved with Football stitching?
2. How do you think football stitching helped them? Socially/Financially
3. How has this scenario changed in the last 5-10years?
4. What issues are women facing when football stitching is not available to them?
5. In what sectors are HBW currently working if not football stitching?
6. How does that impact their income and social status?
7. What are the alternatives available to them for increased income generation?
8. What alternatives do you think are best suited for them? Why?
9. How much training do you think they would need to adopt that alternative?
10. What kinds of training facilities are available for them at present?
11. What kind of training facilities will be needed for them to adopt the alternative income generation opportunities?
12. What kind of linkages will be required to be built between these women and sources that offer alternate income opportunities?
13. What kind of linkages will be required to give market access to these women for the alternative income generation activities?
14. How much do you think will it contribute to these women financially and socially?
15. What gender based social issues do you think women face in these areas?
16. What gender based work issues do you think these women face in these areas?
17. What kind of social support do you think these women require adopting the alternative income sources?
18. What kind of legal support do you think these women require adopting the alternative income sources?
19. How aware do you think these women are of their constitutional social rights as workers?
20. How aware do you think these women are of their legal rights as workers?
21. How aware do you think these women are of social protection laws?
22. How aware do you think these women are of the associations of workers, trade associations, EOBI etc?

Questions regarding abuse from HBW

- 23 . Are you aware of the abuse suffered by HBW at home in this area?
 24. What kind of abuse is most common? Verbal or physical or both?
 25. Who do you think are most common perpetrators of abuse at home?
 26. How does the victim generally respond to these incidents?
 27. How do you think domestic abuse affects HBW?
 28. Do you think contribution to family income saves these women from abuse in any way?
 29. Is social support available in the community to safeguard women against domestic abuse?
 30. Is legal support available in the community to safeguard women against domestic abuse?
 31. What mechanisms are needed to combat domestic abuse in this community?
- What support is needed to develop those mechanisms against domestic abuse in this community?

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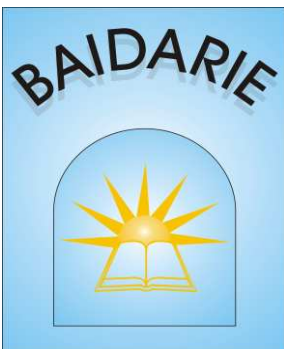
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Document 5 List of Participants from Industries and other stakeholders for in-depth interview

S. No	Name of Owner	Industry	Product
1	Mr. Jaffar	Awan Sports(Pvt)Ltd.	Machine Football stitching
2	Mr. Khan	Fine Sports(Pvt)Ltd.	Hosiery
3	Mr. Muhammad Ashrif	Hilbro (Pvt) Ltd.	Surgical Instruments
4	Mr. Iqbal Jafree	Cottage Industry	Uniform & Bag Stitching
5	Mr. Sagib	Small Unite	Shuttle Cock Making
6	Mr. Malik Usman	Paint Brush Industry	Paint Brush Making

Baidarie

Catalyst for Human Development and Social Harmony



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