



National Alliance of Independent Labour Unions(NAILU)

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To
Dr. Mansukh Mandaviya
Hon'ble Union Labour Minister
Government of India, Shram Shakti Bhawan,
Rafi Marg,
New Delhi-110001

Subject: Request for Legislation to Recognize and Protect Home-Based Workers in India

Hon'ble Sir,

With due respect, we, the undersigned representatives of the National Alliance of Independent Labour Unions (NAILU), submit this memorandum to highlight the pressing concerns of millions of home-based workers across India and seek immediate policy and legislative interventions for their welfare and protection.

I. Background

Home-based workers, comprising artisans, weavers, handicraft workers, and those engaged in informal industrial production, play a crucial role in India's economy. They contribute significantly to sectors such as textiles, handicrafts, garment production, packaging, and food processing. Despite their economic contributions, they remain largely invisible in national labor statistics, devoid of legal recognition and social security protections.

II. Key Issues Faced by Home-Based Workers

- 1.Lack of Legal Recognition:** Home-based workers are not classified as formal workers, preventing them from accessing labor rights and protections under existing laws.
- 2.Absence of Social Security & Welfare Measures:** They lack access to benefits such as provident funds, health insurance, maternity benefits, pensions, and worker protection schemes.
- 3.Exploitation & Wage Suppression:** Many are dependent on intermediaries or contractors who control wages, impose unfair conditions, and restrict direct access to markets.
- 4.Exclusion from Government Schemes:** Due to their unorganized nature, most home-based workers are unable to benefit from schemes such as ESI, skill development programs, and MSME support mechanisms.
- 5.Gender-Based Discrimination:** A significant portion of home-based workers are women, who face multiple layers of economic and social marginalization.

III. Demands & Recommendations

1.Enactment of a National Law for Home-Based Workers:

O Recognize home-based workers as formal workers under national labor laws.

O Establish a framework for wage protection, workplace safety, and social security benefits.

2. Inclusion in Social Security & Welfare Programs:

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O Extend coverage under Employees' State Insurance (ESI), Ayushman Bharat, pension schemes, and maternity benefits.

O Introduce a special provident fund scheme for home-based workers.

3. Fair Wage and Legal Protection:

O Implement minimum wage laws for home-based workers and regulate payment structures.

O Create mechanisms to prevent exploitation by middlemen and contractors.

4. Market Access & Skill Development:

O Promote direct market access through e-commerce platforms, cooperative networks, and state-supported marketing initiatives.

O Provide training, financial assistance, and subsidies for home-based workers to upgrade their skills.

5. Formation of a National Board for Home-Based Workers:

O Establish a dedicated board under the Ministry of Labour to monitor and address issues faced by home-based workers.

O Ensure representation of home-based worker unions and collectives in policymaking.

IV. Call for Urgent Action

We urge the Ministry to take immediate steps to address these concerns and initiate a dialogue with stakeholders, including labor unions, experts, and worker representatives, to develop a national policy framework for home-based workers. We seek an opportunity to present our concerns in detail and request your intervention in ensuring social justice and economic security for this vulnerable workforce.

We hope for your positive response and look forward to a progressive policy intervention that safeguards the rights of home-based workers across India.

With highest regards,



[AR Anupam]

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(Dr. Golak Behari Nath)

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