



HomeNet International's C177 and Decent Work Campaign A Campaign and Advocacy Toolkit

MODULE ONE

ABOUT THE CAMPAIGN

This module gives a brief overview of how and why the campaign was launched. It also explains the different campaign routes that affiliates have decided on, taking into account their country contexts. A brief note on the Home Work Convention (C177) and its accompanying Recommendation (R184) is included.



Module One

About the Campaign



In this module we look at:

- Overview of the C177 and Decent Work Campaign
- Different country campaign routes

Who will find it useful?

- All affiliates directly involved in, or supporting, the campaign
- Leaders who are involved in capacity-building for members

1. Why and How was the Campaign Launched?

During the first meeting of the HNI Executive Committee, which took place in April 2023, the Committee addressed the urgent need for policies and laws to protect home-based workers. It highlighted the importance of C177, which has been in existence for over 25 years, and emphasized the need for countries to ratify it to protect home-based workers worldwide.

Committee members deliberated for six months on the country context and the issues surrounding the ratification of C177. They launched a campaign on October 20, 2023, International Home-based Workers Day, to recognize and protect home-based workers globally. The campaign was launched during a webinar, where home-based workers from around the world gathered to share the situation of home-based workers in their countries, and their struggles to achieve ratification of C177. Participants discussed national plans, current policy statuses, and goals for advancing the rights of home-based workers.

The HNI Executive Committee emphasized **that ratification of C177 is crucial because it binds member countries to take necessary action and serves as a basis for other countries to create policies protecting home-based workers.** However, it acknowledged that not all affiliates organize homeworkers (those covered by C177) and differing national circumstances may make ratification unfeasible for all countries. As a result, the committee established a broader goal for the campaign.

Remember: C177 applies to sub-contracted home-based workers or **homeworkers.** **Self-employed home-based workers** are not covered, but the Convention and Recommendation provide useful guidelines that can be used for advocating for recognition, rights and decent work for all home-based workers.



“Home-based Workers United For Ratification of C177, Labour Rights, Social Protection and Decent Work”

ILO's Home Work Convention No. 177

In 1996, the ILO adopted the Home Work Convention, 1996 (No. 177) and Recommendation (No. 184), to improve the working conditions of homeworkers. The Convention calls upon governments to adopt and implement a national policy on home work, in consultation with employers and worker unions. The national policy must ensure that homeworkers receive the same treatment as other wage earners while considering the unique nature of home work. The areas in which equality of treatment must be promoted include:

- Freedom of association and collective bargaining
- Protection against discrimination in employment and occupation
- Protections in occupational safety and health (OSH)
- Remuneration
- Statutory social security protection
- Access to training
- Minimum age for admission to employment or work
- Maternity protection

However, with home-based work on the rise, it is sad to observe that as of 2024 only 13 countries had ratified ILO C177.

2. Campaign Aims

The campaign aims to achieve labour rights, social protection, and decent work for home-based workers by one of the following routes:

- 1.** Ratifying ILO C177 and incorporation in labour law
- 2.** Developing policy for home-based workers, regardless of ILO C177 status
- 3.** Improving existing policies
- 4.** Creating guidelines or rules

The campaign will run over four years, 2023-2027, with HNI Affiliates from 14 countries actively taking part. Those not actively campaigning in their countries will participate by providing support and solidarity.

WE ARE MANY WE ARE UNITED WE ARE HOMENET INTERNATIONAL

3. Different Countries: Different Campaign Routes

Who is doing what? Our affiliates explain the different campaign and advocacy routes they are following and give reasons for doing so.

Route 1 – Ratification of ILO C177 and Incorporation in Labour Law



Bulgaria

Bulgaria ratified ILO C177 and the government amended its Labour Code. Despite the ratification, implementation remains lacking, and employers do not recognize home-based workers as legitimate workers.

Gergana, a seamstress from Sandanski, Bulgaria. Photo credit: HomeNet Eastern Europe and Central Asia.



Thailand

Thailand has the Home Workers Protection Act. HomeNet Thailand will move forward by campaigning for the ratification of ILO C177 to encourage both the implementation of this law and ratification of C177.

Tangorn Sornmee, a plush toy homemaker from Photharam District, Ratchaburi Province, Thailand. Photo credit: Eduardo Derrico/HNI.



Nepal

A draft policy is in place and there is a positive outlook by the Minister of Labour on ILO C177 ratification.

A carpet-maker from Bungamati, Nepal. Photo credit: Home-based Worker Concerned Society Nepal.



Brazil

The aim is to create awareness about home-based workers. A general perception in Brazil is that informal workers are entrepreneurs. A draft document outlining the demands was submitted to the government; demands include the ratification of ILO C177.

Edna Simão, a toy-maker from São Paulo, Brazil. Photo credit: Eduardo Derrico/HNI

Route 2 – Policy for Home-Based Workers, Irrespective of ILO C177



Kenya

HomeNet Kenya will push for a policy as well as raise awareness about home-based workers and ILO C177.

A basket-maker from Kisumu, Kenya. Photo credit: HomeNet Kenya.



Georgia

The organization will push for a policy that protects informal workers, including home-based workers and their access to social protection.

One of the most traditional crafts done by home-based workers in Georgia is pottery. In the photo, a woman is receiving a pottery lesson. Photo credit: HomeNet Eastern Europe and Central Asia.



Indonesia

HomeNet Indonesia will push for a policy, as there is resistance from the government to include home-based workers in labour laws.

Onion-peeler from Indonesia. Photo credit: HomeNet Indonesia.

Route 3 – Improving on an Existing Policy



Tanzania

Tanzania has national policies applicable to home-based workers, particularly for health and social protection. Yet these policies are not effectively implemented in areas such as job protection and well-being.

Body cream-maker from Tanzania. Photo credit: HomeNet Tanzania.



Macedonia

The country has ratified ILO C177 and wishes to improve existing policy.

A weaver from Macedonia. Photo credit: HomeNet Eastern Europe and Central Asia.



Argentina

The country has ratified ILO C177 and wishes to improve existing policy and make it relevant for all categories of home-based workers.

A seamstress from Buenos Aires, Argentina, working at the Sewing And Garment Workers Cooperative Federation's workshop. Photo credit: Eduardo Derrico.



Chile

The organization will familiarize home-based workers with the *Monocotización* (single contribution system) and the Labour Code, particularly improvements related to labour accident laws that apply to home-based workers. The government has interpreted ILO C177 as being applicable primarily to teleworkers.

Isabel Ñanco Huichalaf, a weaver from Chile. Photo credit: CONATRADO Chile/ Thomas Chenette



Philippines

The country already has a Labour Code for homeworkers and the campaign aims towards ensuring its implementation.

A seamstress from the Philippines. Photo credit: PATAMABA.



Pakistan

The country has home-based workers' policies at the provincial level, but they need better implementation mechanisms and a national level policy.

An elastic-maker from Pakistan. Photo credit: Insiya Syed/HomeNet South Asia.

Route 4 – Creating Guidelines or Rules Irrespective of ILO C177



India

Proposing policies at this stage may not be possible. Instead, the organization has opted to start with guidelines and rules.

Leather shoemakers from Ambur, India. Photo credit: HomeNet South Asia.

Useful Resources

Appendix One of the complete Campaign and Advocacy Toolkit: Full text of C177

Appendix Two of the complete Campaign and Advocacy Toolkit: Full text of R184

HNI, 2024, "A Guide to the ILO Convention 177 and Recommendation 184 for Home-based Workers," booklet. https://www.homenetinternational.org/wp-content/uploads/2025/01/C177_EN-web-final.pdf

HNI, 2024, "The ILO Convention C177. A Key to Home-based Workers' Rights", video. https://www.youtube.com/watch?v=y34NZGaE_uo

HNI, 2024, "The ILO Explained: The role of the ILO, Conventions and Recommendations in protecting Home-based Workers rights", video. <https://www.youtube.com/watch?v=cZbrH6ieUJY&t=1s>

HomeNet South Asia, 2016, "The What? Why? and How? of ILO Convention 177 on Homework 1996 and why it should be ratified". https://hnsa.org.in/sites/default/files/C177_What-why-how.pdf



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