

# One-Day Training Report on Occupational Safety and Health (OSH) for Home-Based Workers

**Date:** 29th April, 2025

**Venue:** HomeNet Pakistan Head Office, Lahore

## 1. Introduction

HomeNet Pakistan conducted a one-day training session on **Occupational Safety and Health (OSH) for Home-Based Workers (HBWs)** on **29th April, 2025**, at its Head Office in Lahore. This training was specifically designed to address the distinct occupational hazards faced by women engaged in home-based work. The session aimed to equip participants with essential knowledge and tools to create safer and healthier work environments within their homes.



## 2. Objectives

**The key objectives of the training were to:**

- Raise awareness among HBWs about the importance of occupational safety and health.
- Identify common health and safety hazards in the home-based work setting.
- Educate participants on practical preventive measures to minimize risks.
- Promote a culture of safety and well-being in home-based work environments.

## 3. Participants

The training was attended by 30 **home-based workers** from diverse sectors including handicrafts, stitching, embroidery, and packaging. The participants were predominantly women balancing home-based economic activities with household responsibilities. Their active engagement enriched the discussions with real-life experiences and challenges.

## 4. Training Content

The session was structured around the following core modules:

- **Introduction to OSH:**
  - Understanding OSH within the context of informal and home-based work.
  - Overview of fundamental OSH principles and their significance for HBWs.
- **Identifying Workplace Hazards at Home:**
  - Common risks including poor lighting, repetitive motion injuries, electrical hazards, and ergonomic strain.
  - How to assess and map risks in home-based workspaces.

- **Preventive Measures and Risk Reduction:**
  - Best practices for workstation setup, use of personal protective equipment (PPE), and maintaining proper posture.
  - Guidelines for safe handling and storage of tools and materials.
- **Emergency Preparedness:**
  - Basic first aid for common injuries.
  - Developing home safety protocols and emergency response plans, including fire safety.
- **Fostering a Safety Culture:**
  - Engaging family members in creating a supportive and safe work environment.
  - Managing work-life balance and the importance of regular breaks to prevent fatigue and burnout.

## 5. Training Methodology

- The session employed a participatory and interactive approach, using:
  - Visual presentations
  - Group discussions
  - Practical demonstrations
  - Experience sharing by participants
- The training was tailored to the literacy levels and practical realities of the participants. Hands-on learning and locally relevant examples were used to ensure effective understanding and retention of information.



## 6. Outcomes and Feedback

- **Key Outcomes:**
- **Knowledge Gain:** Participants demonstrated an increased understanding of OSH concepts relevant to their work.
- **Behavioral Change:** Many expressed a willingness to modify their workspaces and adopt safer practices.
- **Empowerment:** Women felt more confident in advocating for their health and safety within their households and peer networks.

### Participant Feedback:

- **Positive Aspects:** The practical, relatable content and use of everyday examples were highly appreciated.
- **Suggestions for Improvement:** Participants requested deeper focus on ergonomic tools and safe equipment handling in future sessions.

## 7. Conclusion and Way Forward

The one-day training session achieved its intended objectives, significantly enhancing participants' awareness of occupational safety and health issues in home-based

work. The training not only delivered practical knowledge but also encouraged a mindset shift toward proactive safety management at home.

### **Next Steps:**

- Organize follow-up sessions focusing on specific risks such as ergonomics and chemical safety.
- Distribute OSH resource materials including illustrated pamphlets, posters, and safety checklists.
- Explore partnerships with local health and labor departments for ongoing support and capacity building.



# One-Day Training Report

**Title:** Occupational Safety and Health (OSH) Training for Domestic Workers

**Date:** 30th April, 2025

**Venue:** HomeNet Pakistan Head Office, Lahore

## 1. Introduction

HomeNet Pakistan organized a comprehensive one-day training on **Occupational Safety and Health (OSH)** specifically tailored for **Domestic women workers (HBWs)** on 30th April 2025, at its head office in Lahore. The session was part of HNP's ongoing commitment to promote decent working conditions for women engaged in informal sectors, particularly domestic and home-based work. Given the growing recognition of health and safety challenges in informal home settings, the training aimed to address these concerns with a focus on practical knowledge and behavioral change.



## 2. Objectives of the Training

The training was designed to achieve the following key objectives:

- ❖ **Enhance awareness** among HBWs about the importance of occupational safety and health in informal and home-based settings.
- ❖ **Identify typical workplace hazards** in home-based production such as poor ventilation, unsafe electrical wiring, repetitive movements, and inadequate lighting.
- ❖ **Educate participants** on cost-effective and practical preventive measures to reduce occupational risks.
- ❖ **Promote a safety-oriented mindset**, encouraging women to take ownership of their well-being and integrate safety practices into their daily routines.

## 3. Participant Profile

A total of **30 women** attended the session,. All participants were women who juggle economic work with caregiving and household responsibilities. Their lived experiences brought authenticity and depth to the training, making the content highly relevant and relatable. Several of them also serve as union members and community mobilizers, enabling broader dissemination of knowledge within their networks.

## 4. Training Content Overview

The training curriculum was divided into five key modules:

*a. Introduction to Occupational Safety and Health*

- ❖ Defining OSH and its relevance for informal workers, especially those operating from their homes.
- ❖ Discussion on the absence of regulatory protections for HBWs and the need for self-managed safety systems.

*b. Identifying Workplace Hazards at Home*

Mapping out hidden hazards such as

- Inadequate ventilation and lighting
- Unsafe electrical appliances
- Poor posture and repetitive movements
- Improper handling of sharp tools and flammable materials

Participants were guided on conducting self-assessments of their workspaces.

*c. Risk Reduction and Preventive Measures*

Demonstrations on:

- Correct posture and seating arrangements
- Use of basic PPE (gloves, masks, aprons)
- Safe storage of tools and equipment
- Importance of good lighting and clean workspaces

*d. Emergency Preparedness and Basic First Aid*

Step-by-step guide on responding to common injuries like burns, cuts, and electrical shocks.

Home safety protocols including fire evacuation plans, storage of flammable materials, and child safety.

*e. Promoting a Culture of Safety at Home*

Encouraging women to involve other household members in creating safe workspaces.

Mental and physical well-being: managing fatigue, scheduling breaks, and balancing work with rest.

## **5. Training Methodology**

A **participatory and learner-centered approach** was used throughout the session. The methodology included:

- Visual and audio-visual presentations in Urdu for better comprehension.
- Group discussions and peer-to-peer learning exercises.
- Practical demonstrations using locally available tools.
- Sharing of personal experiences and collective problem-solving.

The training was designed to suit participants with varying literacy levels, using symbols, pictures, and real-life examples to convey key messages.

## 6. Outcomes and Feedback

### *Key Outcomes*

**Increased Knowledge:** Participants could clearly identify risks and suggest safer alternatives by the end of the session.

**Behavioral Intent:** Many committed to reorganizing their workspaces and educating their peers.

**Confidence and Empowerment:** Women expressed greater confidence in asserting their rights and prioritizing their health.

### *Participant Feedback*

**Positive Comments:** The majority appreciated the **hands-on approach**, **simple language**, and **practical examples**.

**Suggestions for Improvement:** Participants requested more **in-depth sessions on ergonomic tools**, safe use of sewing/electrical equipment, and longer training duration.

## 7. Conclusion and Way Forward

The one-day training effectively met its objectives by building foundational awareness and skills around occupational health and safety for domestic and home-based workers. It was evident from the discussions and feedback that such trainings fill a critical gap in informal sector worker education. Participants left with a deeper sense of self-responsibility and practical know-how to implement safer practices at home.

### **Next Steps**

**Conduct follow-up sessions** focused on specialized topics such as ergonomics, chemical safety, and electrical hazard prevention.

**Develop and distribute OSH materials** including safety posters, illustrated checklists, and first-aid guides in Urdu.

**Explore partnerships** with labor departments, local government, and health facilities for referrals and capacity building.

**Set up peer support circles** for participants to share progress, challenges, and reinforce safety culture in their communities.



# One-Day Training Report on Occupational Safety and Health (OSH) for Home-Based Workers

Date: 17th May, 2025

Venue: Field Area, Manawa, Lahore

## 1. Introduction

HomeNet Pakistan organized a one-day field-based training session on **Occupational Safety and Health (OSH) for Home-Based Workers (HBWs)** on **17th May, 2025**, in the **Manawa area of Lahore**. This training was designed in response to the pressing need for increased awareness among women home-based workers regarding occupational risks present in their informal work environments. The session aimed to educate HBWs on workplace safety within the home setting and empower them to adopt preventive measures to safeguard their health and well-being.



## 2. Training Objectives

The main objectives of the training session were to:

- Build awareness among HBWs about the importance of occupational safety and health in home-based work.
- Identify and discuss common health and safety hazards present in home-based work environments.
- Equip participants with simple and practical preventive measures to reduce workplace risks.
- Promote the development of a safety-first mindset and encourage the adoption of safe work practices in home settings.

## 3. Participant Profile

The training was attended by **25 women home-based workers** from the surrounding areas of Manawa. The participants were engaged in various sectors including **embroidery, stitching, handicrafts, packaging, and ornament making**. Most of the attendees were women juggling their work responsibilities alongside domestic duties. Their diverse experiences provided rich insights and meaningful engagement during the session.



## 4. Training Content and Topics

The training was designed around five key modules:

### *a) Introduction to Occupational Safety and Health*

- Definition and importance of OSH in informal and home-based work settings.
- Rights of workers regarding safe and healthy work environments.

### *b) Identifying Hazards at Home-Based Workplaces*

- Common risks encountered: poor lighting, lack of ventilation, repetitive motion injuries, use of sharp tools, electrical faults, and poor posture.
- Practical exercises on hazard identification in participants' work areas.

### *c) Preventive Measures and Risk Reduction*

- Demonstration of safe workspace arrangement and correct posture.
- Importance and use of **Personal Protective Equipment (PPE)**.
- Safe handling and storage of tools and raw materials.

#### *d) Emergency Preparedness and First Aid*

- Basic first aid practices for cuts, burns, and electrical shocks.
- Creating emergency response plans at home, including fire safety and evacuation procedures.

#### *e) Fostering a Culture of Safety*

- Role of family in supporting safe work practices.
- Time management, work-life balance, and health tips to prevent fatigue and burnout.



### **5. Training Methodology**

A **participatory and interactive approach** was employed throughout the session. The methodology was tailored to suit the literacy level and daily realities of the participants and included:

- **Visual aids and pictorial presentations**
- **Group discussions and scenario-based problem solving**
- **Live demonstrations and role plays**
- **Experience-sharing** by HBWs on challenges and coping mechanism

The training ensured that participants could relate the concepts to their lived experiences and apply the learning to their own workspaces.

### **6. Outcomes and Participant Feedback**

#### *Key Outcomes:*

- **Improved Knowledge:** Participants demonstrated a strong grasp of OSH principles and their relevance to home-based work.
- **Behavioral Intentions:** Several participants expressed commitment to rearranging their workstations and using safer methods of handling tools and materials.
- **Empowerment:** The training enhanced participants' confidence to initiate discussions on OSH within their families and peer groups.

#### *Feedback Highlights:*

**Positive Aspects:** Participants praised the practical orientation, relatable examples, and engaging delivery.

**Suggestions:** Requests were made for deeper sessions focused on ergonomics, safe equipment handling, and exposure to low-cost safety tools suitable for home-based environments.



### **7. Conclusion and Way Forward**

The training effectively met its objectives by equipping home-based women workers with essential knowledge and tools to recognize and address occupational hazards in their home settings. The session also laid the foundation for building a culture of safety within informal work environments. It reinforced the need for continuous engagement and follow-up to deepen understanding and support implementation.

#### **Next Steps and Recommendations**

**Follow-Up Trainings:** Conduct sector-specific advanced sessions focusing on ergonomics, chemical safety, and psychosocial well-being.

**Resource Distribution:** Provide visual and easy-to-read OSH materials such as posters, checklists, and illustrated guides in Urdu.

**Stakeholder Collaboration:** Initiate dialogue with **local health departments, labor authorities, and social protection institutions** to provide sustained support and linkages.

**Peer Educator Model:** Identify and train local HBWs as peer educators to reinforce OSH practices within communities.

This report reflects HomeNet Pakistan's ongoing commitment to improving the occupational health and safety of informal women workers through field-based interventions and capacity building.

## **One-Day Training Session on Occupational Safety and Health (OSH) for Home-Based Workers**

**Date:** 23rd May, 2025

**Location:** Field Area, Chungi Amer Sidhu, Lahore

### **1. Overview**

HomeNet Pakistan conducted a one-day on training on Occupational Safety and Health (OSH) for home-based women workers (HBWs) in the Chungi Amer Sidhu locality of Lahore on 23rd May, 2025. The training aimed to address the growing need for awareness and education regarding workplace hazards in informal, home-based work environments. The focus was to help HBWs understand potential risks and learn how to protect themselves while working from their homes.

### **2. Purpose of the Training**

The session was developed with the following objectives in mind:

- To increase understanding among HBWs about the significance of occupational safety in their work-from-home settings.
- To identify common health and safety risks that arise in informal home workplaces.
- To provide practical solutions and preventive strategies that can easily be applied in their daily routines.
- To cultivate a culture of safety, encouraging long-term behavioral change and adoption of safer practices.



### **3. Participant Background**

The session brought together 25 female home-based workers from nearby areas such as Chungi Amer Siddu. These women were involved in multiple informal sectors such as stitching, embroidery, packaging, crafts, and jewelry-making. Many participants balanced household responsibilities alongside income-generating activities, making them more vulnerable to health and safety issues. Their diverse perspectives enriched the discussions and interactive exercises throughout the training.

### **4. Training Modules and Content**

- The training was delivered through five interactive modules:

**a) Basics of OSH:**

- Introduction to OSH, its importance in the informal sector, and workers' rights to a healthy workplace.

**b) Identifying Hazards:**

- Hands-on activities helped participants recognize key hazards such as poor lighting, unsafe wiring, repetitive movements, sharp tools, and poor posture.

**c) Risk Prevention:**

- Demonstrations on proper posture, efficient workspace layouts, and the use of basic personal protective equipment (PPE).
- Practical advice on safely handling raw materials and tools.

**d) First Aid and Emergency Planning:**

- Tips on treating common injuries like burns, cuts, and electric shocks.
- Creating a home-based emergency plan, focusing on fire prevention and evacuation.

**e) Promoting a Safety Mindset:**

- Discussion on how family members can contribute to creating a safer work atmosphere.
- Simple wellness practices to avoid fatigue and maintain a healthy work-life balance.

## **5. Training Methods**

- The training was designed using a participatory and practical approach. The delivery methods included:
- Use of posters, visual tools, and Urdu-based handouts.
- Group activities, real-life examples, and problem-solving discussions.
- Demonstrations and role-plays to simulate real working conditions.
- Experience sharing by the HBWs, which provided insight into their day-to-day challenges and coping strategies.

## **6. Impact and Feedback**

### **Key Achievements:**

- Participants gained valuable knowledge about identifying and managing health risks at work.
- Many expressed their willingness to adopt safe work practices and redesign their workspaces for better safety.
- The session boosted their confidence to talk about OSH issues within their communities.

### **Feedback Summary:**

- The participants appreciated the engaging format, practical relevance, and simplicity of the content.
- There was demand for future training focused on ergonomics and low-cost protective solutions tailored to their specific work environments.

## **7. Conclusion and Recommendations**

This training session successfully enhanced awareness and built essential skills among home-based women workers to manage occupational risks. It laid the groundwork for building safer work environments within the informal sector and emphasized the importance of continued engagement and learning.

### **Way Forward:**

- Plan advanced training sessions targeting sector-specific OSH challenges.
- Distribute accessible materials like illustrated safety guides and posters in Urdu.
- Collaborate with health and labor departments for sustained support.
- Launch a peer educator initiative to expand community-level OSH awareness.

HomeNet Pakistan remains committed to empowering home-based workers by improving their health, safety, and overall working conditions through ongoing capacity-building efforts.