

HOMEWORKERS WORLDWIDE

England & Wales · Charity number 1195399

Details

Other names HWW

Status Registered

Legal form CIO

Registered 2021-08-05

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: 1. THE RELIEF AND PREVENTION OF POVERTY OF POOR HOMEBASED WORKERS (HOMEWORKERS), AND OTHER WOMEN WORKERS FACING PRECARIOUS OR INFORMAL WORKING CONDITIONS. 2. THE PROMOTION OF EQUALITY OF TREATMENT OF WOMEN HOMEWORKERS AND THE ELIMINATION OF DISCRIMINATION BY: A. BUILDING AN EVIDENCE BASE OF WORKING CONDITIONS TO INFORM AND STRENGTH THE RIGHTS OF SUCH WORKERS; B. THE PROVISION OF INFORMATION, ADVOCACY, EDUCATION AND RAISING AWARENESS OF THE SITUATION OF POOR HOMEWORKERS; C. INCREASING THE CO-ORDINATION OF GROUPS WORKING WITH POOR HOMEWORKERS; D. ENGAGING WITH COMPANIES TO ENCOURAGE THEM TO RECOGNISE POOR HOMEWORKERS' CONTRIBUTION TO THEIR SUPPLY CHAIN, AND THEN TO TAKE RESPONSIBILITY FOR, AND ACTION TO IMPROVE THEIR WORKING CONDITIONS; AND E. COLLABORATE WITH OTHER ORGANISATIONS AND BUILD LINKS BETWEEN HOMEWORKERS AND OTHER PRECARIOUS WOMEN WORKERS EXPERIENCING POVERTY.

Activities: We work with civil society partners to strengthen the voice of homeworkers and build alliances to support their organisations We build evidence of working conditions, to inform policy makers and companies We engage with companies to recognise homeworkers and to improve working conditions We

support the organisation of workers along supply chains, linking homeworkers with other women workers.

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity

Geography

- India
- Nepal
- Pakistan
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,000	£3,761	-	-
2023-12-31	£13,048	£7,209	-	-
2022-12-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Alison Garthwaite		2021-08-05
Catriona Purdy		2021-08-05
Julie Caroline Jarman		2021-08-05
Lucy Brill		2023-10-17
Peter Williams		2021-08-05
Shanta Bhavnani		2022-03-31

HOMEWORKERS WORLDWIDE

England & Wales - Charity number 1195399

Accounts

Homeworkers Worldwide Summary Annual Report 2024-25



Many hands, many roles. Homeworkers in the garment sector in Tamil Nadu India
Photo: Cividep, India

September 2025

Homeworkers Worldwide

Company No. 3796677, Charity Number: 1195399.

c/o Bohorun's Business Solutions,
Howley Park Business Village,
Howley Park Road, Morley
Leeds LS27 0BZ.

Introduction

Many women work from home, especially in developing countries with large informal sectors, making garments, homeware, basketry, handcrafts and myriad other products¹, mainly for local markets but also for export. In South Asia alone, millions of homeworkers are engaged in export product chains, but are ignored by international retailers whose social audit programmes do not extend beyond the factory. Out of sight of inspectors and auditors and with few legal protections, they are the women workers with the lowest pay and most precarious employment in the supply chain of the brands whose products they make.

Homeworkers Worldwide [HWW] is the leading UK NGO campaigning for the rights of homeworkers to be respected. Working with local organisations and wider networks we aim to strengthen the voice of homeworkers and build alliances to secure equal rights and decent conditions for homeworkers in the UK and in global supply chains.

This is a summary of our activities during 2024-25.

Networking

As a small voluntary organisation, HWW seeks to optimise impact from its limited resources by collaborating with others. We maintain close links with civil society partners in key sourcing countries, notably [Cividep India](#), a labour rights organisation active across Southern India and with [Transform Trade India](#), based in North India. These organisations have substantial experience in homeworking, and together with HWW, were part of the four-year collaborative EU-funded [Hidden Homeworkers Project](#), which developed a simple and effective [Toolkit for businesses](#) to carry out supply due diligence to identify and improve the conditions of homeworkers making their products.

HWW has links with civil society organisations in other key sourcing countries, notably Pakistan, where in 2023 we held training webinars on using the Toolkit to improve transparency and homeworkers' conditions, in conjunction with [HomeNet Pakistan](#), through the Hidden Homeworkers project. We lacked resources to develop this further but contact was made with a recently-formed homeworkers' union, the Home Based Women Workers Federation, which would be an excellent future partner.

Advocacy and influencing

During 2024-25 HWW focused on sharing learning from the Hidden Homeworkers project with companies and multi-stakeholder initiatives [MSIs], encouraging companies to carry out due diligence towards homeworkers in their product chains, and promoting the adoption of homeworker policies, which are an essential first step in getting transparency and traction over homeworkers in global supply chains, by companies and MSIs.

We engage with companies principally through our membership of the UK [Ethical Trading Initiative](#) [ETI]. ETI is a leading alliance of trade unions, NGOs and businesses, working together with other stakeholders to promote practical solutions to end the abuse of human rights at work. HWW was an active participant in ETI Apparel & Textile Working group activities, and uses ETI channels to disseminate information to ETI member companies, to whom we offer free support and advice around homeworker policies. During the year we started to work with one ETI-member company, which reached out through ETI proactively for advice on addressing homeworking in their chains.

We also (as far as resources permit) sought to engage influence other MSIs in the sector. We maintained links, forged last year, with ETI Denmark and ETI Norway, seeking alignment of policies on homeworking across members of the ETI family, and for the first time reached out to the [German Partnership for Sustainable Textiles](#) through a collaboration with the Dutch NGO, [Arisa](#)².

HWW has collaborated with *Arisa* over many years. *Arisa*'s activities on labour rights in the Indian garment sector regularly brings it into contact with homeworkers, and turns to HWW for detailed policy and strategy guidance. In 2024-25 HWW presented at three events jointly organised with *Arisa*:

- A webinar on Due Diligence with Homeworkers to German/European fashion retailer members of the *German Partnership for Sustainable Textiles*. Monsoon also presented at this webinar, alongside Indian NGOs and homeworker representatives (July 2024).
- A presentation on the Hidden Homeworkers Toolkit at a webinar, co-organised with *Transform Trade India*, which focused on issues (including homeworking) in the garment chains in NCR, North India. Many brands sourcing from this sector attended. A local supplier and *Transform Trade India* also presented (September 2024).

Finally, HWW presented on due diligence with homeworkers at a side session on Forced labour/Child labour/ exploitation at the [OECD Forum on Due Diligence in the Garment & Footwear Sector](#) with over 100 participants, jointly organised with *Arisa* and ETI member-NGO [International Dalit Solidarity Network](#). (February 2025).

At all these events, HWW offered to support and advice to companies who wished to develop an effective homeworker policy and carry out due diligence aimed at homeworkers. These activities helped raise awareness of MSIs and their member companies of the need to carry out due diligence aimed at homeworkers /informal workers in the lower tiers of their supply chains, and practical approaches which they can take to do so (as documented in our toolkit <https://www.homeworkersww.org.uk/s/Hidden-Homeworkers-Toolkit.pdf>). This increased awareness probably contributed to the uptake of advice and eventual adoption and implementation of homeworker policies by several companies detailed below.

Collaboration with companies

Uptake by companies to our offer to support company policy and due diligence targeting homeworkers has been patchy. Many leading progressive fashion brands that are members of ETI have effective Homeworker Policies, but many do not, and outside ETI few fashion brands have effective Homeworker Policies.

HWW therefore supported an on-going [Homeworker Campaign](#) by the ETI-member NGO, [Transform Trade](#), which aims to persuade larger UK fashion retail chains to adopt and publish an inclusive homeworker policy and publish evidence of their supply chain implementation. Company targets included *inter alia*, Asda, John Lewis, M&S, New Look, Primark, Sainsburys, TFG, Tesco and The Very Group. Non-ETI member companies (Boohoo, Clarks, Sports Direct etc) were also targeted. *Transform Trade* supporters had written to CEOs of the targeted companies asking questions about their policies on homework in during 2023.

During 2024-25 HWW contributed advice and analysis and joined meetings between *Transform Trade* campaigners and companies, to offer technical inputs around homeworker

policies. The campaign benchmarked the adoption and implementation of effective homeworker policies by fashion brands, and in March 2024 published this analysis, see:

[How the biggest fashion brands in the UK & Ireland score in their approach to homeworkers](#)

The campaign succeeded in securing the attention of companies on homeworking, and created opportunities for dialogue with companies. HWW sought to harness the raised level of awareness to encourage companies to strengthen their policies on homeworking, publish and implement them. During 2024 HWW gave advice and often detailed feedback on due diligence around homeworking and effective company homeworker policies to 9 ETI member companies, and one member of ETI Denmark⁴. While it is hard to attribute policy changes to specific actions, it is likely that this contributed to the following outcomes:

- Seasalt adopted and published a Homeworker Policy (January 2024).
- Tesco produced a draft Homeworker Policy, shared with HWW for feedback.
- New Look agreed to review their Homeworker policies
- Selfridges is developing a Homeworker Policy to be shared with HWW for feedback.
- John Lewis published a website statement on homeworking³.

The TT campaign website page will remain live, enabling on-going influencing through incentives on brands to improve performance, and future rounds of benchmarking.

Advice was given on use of the [Hidden Homeworkers toolkit](#) to two ETI member companies:

- One company reported that, on publishing their *exemplary* Homeworker Policy in January 2024, other suppliers disclosed homeworkers in the UK and Thailand. The company is now implementing the Hidden Homeworkers toolkit in those chains. Further advice was given on how to navigate around tricky implementation issues.
- Advice on the use of the Hidden Homeworkers toolkit was given to a retailer and one of its suppliers, who are working together on due diligence aimed at homeworkers in a supply chain in China.

HWW worked with another company, a member of ETI Denmark⁴, which had identified homeworkers in the chains of a supplier in China. HWW does not currently have local partners in China, and so reached out to fellow ETI-member NGO, *The Centre for Child Rights & Business* to jointly develop a proposal for CCRB to map homeworking.

HWW contributed to a *Gender Briefing* that ActionAid UK is developing, to supplement the UK's Corporate Justice Coalition's Parliamentary Briefing on the proposed Business, Human Rights and the Environment legislation.

HWW Archives

HWW maintains an extensive and unique archive, covering the work of HWW and the UK National Group on Homeworking and our partner/other organisations across the world. The contextualising information about the situation of homeworkers at the end of so many global supply chains, and the conditions under which they work, is key to an understanding of the international labour market and contemporary capitalism, sadly still unknown to far too many economists, researchers and international development practitioners. The archive, when catalogued, will shine a light on this. It also includes a valuable collection of embroidered textiles and other products created by women homeworkers and a large collection of stunning photographs, along with academic dissertations and theses.

This year the HWW archive was rehoused in the University of Leeds Cultural Collections & Galleries, part of its main Library, to become part of its Feminist Archive. HWW Trustees

invested considerable time sorting and preserving the material and adding details to the rough catalogue created by DPhil student Rose Dryzek (see below). Staff at Cultural Collections are keen to find funds to catalogue the collection and incorporate it into their searchable database. The material will then become much more widely available.

During 2024-25, Cambridge University DPhil student Rose Dryzek continued her research into homework, and created a basic catalogue for the archive. HWW thanks Rose for her helpful work on what was a very mixed and unwieldy collection and wishes her all the best for the future.

Fundraising governance & people

The fund-raising environment has become very challenging, especially for labour rights organisations. Funding was received during 2024 from the Ethical Trading Initiative, but other funding applications were unsuccessful. HWW has cut its costs to match the reduced level of funding. Some functions continue to be carried out by part-time staff, but others are carried out on a *pro bono* basis by HWW Trustees and volunteers.

Recent developments in human rights due diligence law at EU-level and potentially in the UK could help ensure that companies take account of homeworkers in their social responsibility programmes and commercial practices. If homeworkers' voices are to be heard, and their interests represented, in the decision-making by companies, MSIs and governments, there is a need for a UK civil society organisation, like Homeworkers Worldwide, able to advocate on behalf of homeworkers.

Homeworkers Worldwide was registered at Companies House in 1999 as a not-for-profit company (#3796677). In 2021 we created a Charitable Incorporated Organisation (registered with the Charity Commission, #1195399) to take over our work. The lead partner in the Hidden Homeworkers project was reluctant to allow us to transfer our work on this EC-funded project across to the new charity structure; we therefore maintained two parallel organisational structures (the Company and the Charity) throughout the year. The Company will be wound up in 2025.

The HWW Team

Admin & Comms: Gudrun Lauret

Trustees: Julie Jarman (Chair), Catriona Purdy (Treasurer), Al Garthwaite, Lucy Brill, Peter Williams, Shanta Bhavnani.

Volunteers: Peter Williams (Policy Lead), Lucy Brill, Shanta Bhavnani

Further information from <https://www.homeworkersww.org.uk/>

Contact: admin@homeworkersww.org.uk

¹ Homeworkers also carry out checking and finishing garments, packing gift packs, assembly of toys etc.

² Arisa was previously known as The India Committee of the Netherlands

³ This represents progress, but falls short of expectations of good practice established under the ETI Homeworker Project

⁴ Etisk Handel Danmark <https://etiskhandel.dk/om-os/about-the-organisation/>

Organisation's Name	HWW Charity
Last day in financial year	31/12/2024

Funds
Unrestricted

Months (from first in FY)
January
February
March
April
May
June
July
August
September
October
November
December

Categories
Balance brought forward
Transfer
NI Rebate
Donations
Other
GiftAid
Grants/Projects
Payments from HWW Company
HWW Director Salary
HWW Admin Salary
HWW Fees & Charges
HWW Office Costs
HWW IT/Comms
HWW Travel
HWW Events
HWW Other
Payments to HWW Company

Instructions

- 1 Figures in blue type can be overtyped.
- 2 Before adjusting spreadsheet save a copy as a master template
- 3 Start a new spreadsheet for each financial year
- 4 Set the various funds up in the "Funds" table opposite
- 5 Set the various receipts and payments up in the "Categories" table opposite
Make sure you use unique names for different categories
- 6 Transaction details are entered on the various bank and cash worksheets
Firstly enter opening balances for each of the bank/cash account worksheets
splitting balances across various funds as appropriate
- 7 The receipts & payment reports ("R&P" sheets) are automatically generated
and require no intervention
- 8 To record transfers between accounts, record in both worksheets with Fund
"Unrestricted" and category "Transfer"
- 9 To record transfers between funds enter an in and out on the same worksheet
category "Transfer" and fund as appropriate
- 10 The Transfer row on the Total R&P report worksheet should always total zero

Warnings

- 1 Once a fund or category has been set up do not alter it once it has been
used in entering details on the bank and cash worksheets
- 2 If on a "R&P" worksheet a warning appears "WARNING: ERROR IN SHEET"
that the total funds on the "R&P" sheet do not agree to the relevant bank/cash
sheet. This can happen if:
 - a) A fund or category that has previously been used is altered in the table
 - b) When entering a transaction no fund was selected
 - c) When entering a transaction no category was selectedCorrect error immediately

e

ets

d

d

reet,

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:T" this means
ash account(s)

ibles opposite

HWW Charity

Current account

Ending balance

2,973.85

Date	Month	Ref	Transaction Details	Fund	Category	Money In	Money Out	Balance	Type a letter or number if cleared
1/1/2024	January	#1	Balance brought forward	Unrestricted	Balance brought forward	5,734.59		5,734.59	
1/8/2024	January	#2	G Lauret Salary - Dec	Unrestricted	HWW Admin Salary		155.02	5,579.57	Reconciled 12
2/5/2024	February	#3	Bohoruns - for Nov 23	Unrestricted	HWW Office Costs		15.00	5,564.57	NB - the stand
2/5/2024	February	#4	Bohoruns - for Dec 23	Unrestricted	HWW Office Costs		15.00	5,549.57	
2/5/2024	February	#5	Bohoruns - for Jan 24	Unrestricted	HWW Office Costs		15.00	5,534.57	
2/5/2024	February	#6	G Lauret Salary - Jan	Unrestricted	HWW Admin Salary		403.76	5,130.81	Reconciled 13
3/18/2024	March	#7	G Lauret Salary - Feb	Unrestricted	HWW Admin Salary		403.76	4,727.05	Reconciled 15
4/9/2024	April	#8	G Lauret Salary - March	Unrestricted	HWW Admin Salary		403.76	4,323.29	Reconciled 12
4/25/2024	April	#9	Bohoruns - for Feb 2024	Unrestricted	HWW Office Costs		15.00	4,308.29	
4/25/2024	April	#10	Bohoruns - for Mar 2024	Unrestricted	HWW Office Costs		15.00	4,293.29	
4/25/2024	April	#11	Bohoruns - for Apr 2024	Unrestricted	HWW Office Costs		15.00	4,278.29	
4/25/2024	April	#12	Refund for Aviva	Unrestricted	Payment to HWW Company		26.78	4,251.51	
4/25/2024	April	#13	Refund for Dropbox	Unrestricted	Payment to HWW Company		95.88	4,155.63	
4/25/2024	April	#14	Refund for ICO	Unrestricted	Payment to HWW Company		35.00	4,120.63	Reconciled on
5/10/2024	May	#15	G Lauret Salary - April	Unrestricted	HWW Admin Salary		403.76	3,716.87	Reconciled on
6/10/2024	June	#16	Bohoruns - for May 2024	Unrestricted	HWW Office Costs		15.00	3,701.87	
6/10/2024	June	#17	Bohoruns - for June 2024	Unrestricted	HWW Office Costs		15.00	3,686.87	
6/14/2024	June	#18	G Lauret Salary - May	Unrestricted	HWW Admin Salary		403.76	3,283.11	Reconciled on
7/15/2024	July	#19	G Lauret Salary - June	Unrestricted	HWW Admin Salary		403.76	2,879.35	
7/29/2024	July	#20	Squarespace website renewal	Unrestricted	HWW IT/Comms		244.80	2,634.55	Reconciled on
8/12/2024	August	#21	G Lauret Salary - July	Unrestricted	HWW Admin Salary		100.94	2,533.61	
8/12/2024	August	#22	Greenet Email Service	Unrestricted	HWW IT/Comms		96.00	2,437.61	Reconciled on
9/2/2024	September	#23	G Lauret Salary - August	Unrestricted	HWW Admin Salary		100.94	2,336.67	
9/27/2024	September	#24	ETI Grant	Unrestricted	Grants/Projects	1,000.00		3,336.67	
10/7/2024	October	#25	G Lauret Salary - September	Unrestricted	HWW Admin Salary		100.94	3,235.73	
10/7/2024	October	#26	Bohorun's for July 2024	Unrestricted	HWW Office Costs		15.00	3,220.73	
10/7/2024	October	#27	Bohorun's - for August 2024	Unrestricted	HWW Office Costs		15.00	3,205.73	
10/7/2024	October	#28	Bohorun's - for Sept 2024	Unrestricted	HWW Office Costs		15.00	3,190.73	
10/7/2024	October	#29	Bohorun's - for Oct 2024	Unrestricted	HWW Office Costs		15.00	3,175.73	Reconciled on
11/4/2024	November	#30	G Lauret Salary - October	Unrestricted	HWW Admin Salary		100.94	3,074.79	Reconciled on
12/16/2024	December	#31	G Lauret Salary - November	Unrestricted	HWW Admin Salary		100.94	2,973.85	Reconciled on
12/31/2024	December							2,973.85	Closing balanc
								2,973.85	
								2,973.85	
								2,973.85	
								2,973.85	
								2,973.85	
								2,973.85	
								2,973.85	
								2,973.85	

	3,603.08	3,603.08	0.00
Net receipts / (payments)	(2,603.08)	(2,603.08)	0.00
Transfer	0.00	0.00	0.00
Balance brought forward	5,734.59	5,734.59	0.00
Balance carried forward	3,131.51	3,131.51	0.00
<i>Checks - this should equal zero</i>	157.66		

0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00

0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00

HOMEWORKERS WORLDWIDE

England & Wales - Charity number 1195399

Accounts

Homeworkers Worldwide Annual Report 2023



Worker stitching leather footwear in India (Credit: Cividep)

Homeworkers Worldwide, Company No. 3796677, Charity Number: 1195399.

**c/o Bohorun's Business Solutions, Howley Park Business Village, Howley Park Road, Morley,
Leeds, LS27 0BZ. www.homeworkersww.org.uk.**

Homeworkers Worldwide Activity Summary 2023

Update on Organisational Status

Homeworkers Worldwide was registered at Companies House in 1999 as a not-for-profit company (#3796677). In 2021 our Board of Directors took the decision to register HWW as a charity, and we were advised that the best way to do this would be to create a wholly new organisation, as a Charitable Incorporated Organisation.

Our application was accepted by the Charity Commission in August 2021, and at the time, we planned to do a straightforward transition from one organisation to the other, and continue our existing activities under the new structure. However this proved tricky as the lead partner in Hidden Homeworkers (and effectively, our major donor), was reluctant to allow us to transfer our work on this EC-funded project across to the new charity structure.

Rather than double our administration and governance costs for the remaining two years of the project, the Charity Commission advised us to keep the new CIO dormant until the final year of the project, which was 2023. Thus during 2023 Homeworkers Worldwide was effectively operating out of two parallel organisational structures, HWW-the-Company (registered with Companies House, #3796677, with a turnover of £25,506 in 2023), and HWW-the-Charity (registered with the Charity Commission, #1195399, turnover £13,048).

During the first nine months of 2023, HWW's contribution to the EC funded Hidden Homeworkers project continued to be delivered through the Company, whilst our future fundraising and governance activities were transferred across to the new CIO. Both organisations are led by the same group of trustees, and the same staff team, and as soon as the audit and reporting process for the Hidden Homeworkers project is complete, we will close down the not-for-profit company and operate solely as a charity.

Mapping *Hidden Homeworkers* in Supply Chains

During the first half of 2023 the focus of much of our work remained on the four-year Hidden Homeworkers Project, led by Transform Trade in partnership with Homeworkers Worldwide and HomeNet South Asia, and part-funded by the European Commission. This project was set up to improve the situation of homeworkers in international textile supply chains in India, Pakistan and Nepal. Our role was to lead on engagement with international brands and multi-stakeholder initiatives (such as the UK's Ethical Trading Initiative), raising company awareness and understanding of the challenges facing homeworkers in their supply chains, and encouraging them to take positive action in response.

Our activities during 2023 included mentoring and advice to 8 ETI member companies on their homeworker policies, alongside regular participation in the ETI's Textile & Apparel group, in addition to our Director's responsibilities as a member of the ETI Board (e.g. chairing the ETI's NGO caucus in June 2023, and attending an extended ETI Board meeting shortly after).

In 2023, we completed two supply chain mapping projects, working with one brand sourcing embroidered Christmas decorations, and the other evening dresses from supply chains involving homeworkers. Colleagues from Transform Trade India interviewed stakeholders along the supply chain in India, including any subcontractors or agents, and ending with the homeworkers, using

resources provided by Homeworkers Worldwide in our online [Toolkit](#). In parallel with this, HWW staff interviewed UK-based stakeholders, which in one supply chain included a UK-based supplier, and the resulting report included an overview of the purchasing practices of the retailer, as well as a series of specific recommendations for supply chain stakeholders, to improve transparency and working conditions for the homeworkers concerned.

In the first of these projects it was not possible to agree any further work with the supply chain stakeholders to implement our recommendations, as the UK supplier involved proved very resistant to any further involvement. However the brand remained committed to continuing to source from the supply chain, and reported that they were ‘encouraging the exploration of systems to monitor payments and methods of establishing and confirming fair piece rates,’ in response to the project. They also published a short report of the project in their latest [Modern Slavery report](#).

In March 2023, the EC finally agreed to our request to extend Hidden Homeworkers by six months, allowing more time to complete these mapping projects, and in the hope that we could convince the eight UK-based brands identified through Cividep India’s hard hitting research on [homeworking in leather footwear chains](#) to take up the supply chain mapping support available through the project. However despite working closely with the Ethical Trading Initiative’s collective action process, it was not possible to convince the brands to do this, even though the study had demonstrated that homeworkers working for their suppliers were paid at rates far below legal minima.

Homeworker Campaign

In part as a result of this disappointing response, the Hidden Homeworkers lead partner, Transform Trade, decided to run a public campaign in the closing stages of the project. HWW supported them with specialist advice as they reached out initially to brands without a homeworkers policy, securing a positive commitment to adopt a policy from two brands.

This outreach stage was followed by the main campaign, which began with the launch exhibition of a participatory research project with homeworkers in Tirupur, who used photography to document their lives. This was originally scheduled for July 2023 but in the end was delayed until September 2023, leaving very little project time to follow up with brands. Shanta Bhavnani, HWW trustee represented HWW at the exhibition, and Peter Williams has continued to follow up with brand contacts on a voluntary basis.

Peter also led our advocacy work with ETI Norway during 2023, delivering a second online workshops for their brands and other members in September. This was well attended, and in follow up calls, ETI Norway agreed to revise their base code, to ensure it explicitly included homeworking.

Dissemination

Homeworkers Worldwide also played a leading role in the dissemination of project learnings from the Hidden Homeworkers project. Activities included:

- Organising a [Side event](#) entitled ‘Making Due Diligence work for Homeworkers’ at the OECD Forum on Due Diligence in the Garment and Footwear Sector in February 2023

- Networking at the OECD Forum led to follow up calls with the Fair Labor Association and the Leather Working Group, both keen to learn more about human rights issues within leather footwear supply chains
- Participating in a panel discussion at the ETI Members Day in March 2023
- Organising a Side session entitled ' at the UN's South Asia Responsible Business Forum in June 2023
- Presenting at a stakeholder meeting co-ordinated by the Dutch NGO Arisa, focusing on working conditions within the garment sector in the NCR region around Delhi (28.6.23)
- On-line training on homeworking (using the HWW Toolkit) with companies, agents and homeworkers in Lahore and Karachi, Pakistan, in collaboration with HomeNet Pakistan.

Fundraising, Governance and People

During 2022-23 Homeworkers Worldwide-the-charity continued to invest considerable capacity into fundraising, focussing initially on succession funding for our work on textile manufacturing in northern England, in collaboration with academics at the University of Manchester. We also developed an Appeal for Trusts and Foundations, based on consolidating the work of the Hidden Homeworkers project and extending this to new locations. This secured sufficient funds to cover the 23% match funding component of Hidden Homeworkers, and a further grant of £3000 which is helping to sustain the organisation now that the project has ended.

Sadly the delay in securing the extension of Hidden Homeworkers meant that our Director was forced to look for other opportunities, and in August 2023 she left HWW to take up a new position with CAFOD. Due to HWW's limited finances, trustees decided not to replace her, but our Administrator has remained in post in a co-ordinating role, and one of our trustees, Peter Williams has continued to follow up with brands and MSI contacts during the latter part of 2023. In October 2023, Lucy agreed to become a trustee of HWW, and has worked (in a voluntary capacity) with Gudrun and Peter, to finalise the lengthy audit and evaluation process, and with Shanta Bhavnani to review future fundraising opportunities.

During 2023 we continued to work with Rose Dryzek, an Australian doctoral student studying for a History PhD at Cambridge University, based on Homeworkers Worldwide's extensive archives documenting the history of labour organising around homeworking around the world. The aim of this work is to provide an edited collection that we are now in the process of transferring to Feminist Archives North, hosted by Special Collections at Leeds University.

HWW People & Donors

Admin & Comms: Gudrun Lauret

Trustees: Linda Devereux, Jacqui McKay, Julie Jarman, Catriona Purdy (treasurer), Peter Williams, Shanta Bhavnani, Al Garthwaite (Lucy Brill joined October 2023)

Volunteers: Peter Williams, Lucy Brill, Shanta Bhavnani

In 2023 HWW-the-Company received funding from the European Commission (via the NGOs Transform trade and Labour behind the Label), the Ethical Trading Initiative & Liberty Retail Ltd, and HWW-the-charity, from the Souter Trust, an anonymous donor, as well as several smaller donations from individuals, along with GiftAid monies via HMRC.

With many thanks to our staff, trustees and funders – and to our partners in South Asia, and allies here in Europe - for all their support during this challenging period.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Homeworkers Worldwide

1195399

Receipts and payments accounts

CC16a

For the period from	1.1.2023	To	31.12.2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donation	8,000	-	-	8,000	-
Grant	3,000	-	-	3,000	-
GiftAid	2,048	-	-	2,048	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	13,048	-	-	13,048	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	13,048	-	-	13,048	-
A3 Payments					
Director's salary*	3,378	-	-	3,378	-
Administrator's salary	2,475	-	-	2,475	-
Fees & charges*	335	-	-	335	-
Phone/IT*	204	-	-	204	-
Travel*	42	-	-	42	-
Roomhire - staff meetings	94	-	-	94	-
Volunteers' food - archiving	26	-	-	26	-
Payment to HWW-the-company	760	-	-	760	-
	-	-	-	-	-
Sub total	7,314	-	-	7,314	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	7,314	-	-	7,314	-
Net of receipts/(payments)	5,734	-	-	5,734	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	5,734	-	-	5,734	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Charity bank account	5,734	-	-
		-	-	-
		-	-	-
	Total cash funds	5,734	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Lucy Brill	HWW Trustee	30.10.24	
	Catrina Purdy	HWW Treasurer	30.10.24	

HOMEWORKERS WORLDWIDE

England & Wales - Charity number 1195399

Accounts

Homeworkers Worldwide (HWW) was registered at Companies House in 1999 as a not-for-profit company (#3796677), and all our activities in 2021 and 2022 were delivered through this organisation. (See 2021-2022 Bi-Annual report for Homeworkers-Worldwide-the company.)

In 2021 the HWW's Board of Directors took the decision to register with the Charity Commission, and were advised that the best way to do this would be to create a wholly new organisation, as a Charitable Incorporated Organisation. Their application was accepted by the Charity Commission in August 2021, and the CIO Homeworkers Worldwide was registered at the time, Charity number: 1195399, with the Directors of the not-for-profit company becoming trustees of the new charity. At the time, the trustees' plan was to make a straightforward and immediate transition from one organisation to the other, continuing our existing activities under the new structure.

However this proved difficult. At the time HWW was a junior partner in a larger multi-country, multi-partner project which was providing over 75% of the not-for-profit company's income. This project was funded by an institutional donor and led by a larger UK based charity. This lead organisation was reluctant for us to inform the donor of our new organisational status, for fear that this could result in a significant delay in the payment of the remaining funding for the whole project, and as a result, they did not permit us to transfer our work on this project across to the new charity structure.

At the time the majority of HWW's activities were carried out through this project, although the organisation did deliver some work outside of this project – for example, our [advocacy work](#) around new European legislation making it easier for workers and communities to hold companies to account for human rights and environmental abuses within their supply chains.

Faced with the prospect of doubling our administration and governance costs until the project ends, HWW trustees explained the situation to the Charity Commission, which advised us to keep the new CIO dormant until the afore-mentioned EC funded project comes to an end in September 2023.

As a result, until this project ended in 2023, HWW continued to operate solely from its original not-for-profit company structure, with our new CIO remaining dormant, with no income or expenditure.

Hence between August 2021 and December 2022 the CIO Homeworkers Worldwide had no income and no expenditure, and is therefore submitting this nil return.