

# INVISIBLE LABOUR VISIBLE WORK: HOME-BASED WORK

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- Facts such as globalization, changing production and management techniques, and flexibility have created new forms of employment. One of these forms of employment is home-based work. Home-based work, which existed before the 19th century, when the industrial revolution was experienced, did not disappear with the increase in mechanization, but was transformed. According to 2019 ILO data, 7.6% of 296 million employees are home-based workers. Home-based work is explained under the title of home-work. Home work is work carried out by a person in his/her home or in other premises of his/her choice, other than the workplace; for remuneration; which results in a product/service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used. However, home-based work does not have a legal definition but it is generally understood to be work that is carried out in one's own home. The nature of home-based work is wideranging, spanning across legal classifications, to include workers that are in an employment relationship as well as those who are independent, self-employed workers. In terms of international law, the International Labor Organization's Home Work Convention No. 177 and Recommendation No. 184 define home-based work and mention the types of this work. On the national level, it is seen that home-based work is regulated by the "Home Service Agreement" in the Law of Obligations No. 6098 and "Telecommuting" in the Labour Law No. 4857. Despite national regulations, because the employer does not notify to social security institution, these employees are employed informally, have to work without security and low wages, and are deprived of social protection due to lack of supervision.

**Primary authors:** Dr KÖSE, Sevda (KOCAELI UNIVERSITY); Dr BAYKAL, Beril (Kocaeli University)

**Presenter:** Dr KÖSE, Sevda (KOCAELI UNIVERSITY)

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