

ANNUAL REPORT 2022

NIRMANA

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FROM THE CHIEF FUNCTIONARY'S DESK

The importance of Social Security System for the Unorganised Sector Workers received proper attention due to two phases of Covid-19 in last two years.

Disbursement of 500 Crore Rupees to two crore Construction workers in their Bank Account in one stroke established the Institution of Tripartite BOCW Boards and importance of Cess as Welfare Fund Amount for the Construction Workers Welfare.



Nirman had understood the importance of Tripartite Construction Workers Board to provide Social Security to (then Five Crore) construction workers through Cess to be collected from construction activities. Since others took time to understand this by 2022, (now out of) ten crore construction workers over five crore (fifty million) construction workers got registered as beneficiaries in 36 BOCW Boards. These 36 BOCW Boards together had collected over Rs.87,478.79 crores and spent over Rs.49,269.2 crore towards Social Security provisions for over two crore construction workers.

Nirman also supported the drafting of two suitable labour legislations to provide social security to the entire unorganised sector workers and to the domestic workers.

Besides reaching consensus on the comprehensive Social Security Legislation Nirman had started several skill training and livelihood programme during last two years of Covid which was consolidated into a long-term vision for providing both short terms and long-term skill training programmes and livelihood programmes. Health Camps were also organised as a regular activity in the year 2022.

Women received the required importance as the most vulnerable section of the unorganised sector during 2022. Developing Women Co-operatives for livelihood, skill training, placement and social security is the way ahead for Nirman.

A handwritten signature in black ink, appearing to read 'Subhash Bhatnagar'.

(Subhash Bhatnagar)
Chief Functionary

BACKGROUND OF NIRMANA

NIRMANA (*pronounced nirmaan* (निर्माण) meaning 'to build' or 'construction') is a non-profit organisation working for the rights of India's poor, working and unorganised labour force for the last three decades. NIRMANA was set up in 1987 to be the voice of powerless, unorganised sector workers and bring them together on a common platform to demand their rights. NIRMANA envisions an inclusive India where unorganised sector workers are empowered to achieve social security and dignified livelihoods. NIRMANA is among the few economic justice organisations in India that addresses the entire continuum of Advocacy-to-Access (A2A) for unorganised sector workers wherein the primary focus groups are construction workers and domestic workers.

In order to achieve its objective, NIRMANA engages with any or every stakeholder; people's representatives, government departments, civil society organisations, social movements and academicians. Over the years, NIRMANA has realigned its activities to build campaigns/ movements and also address the last mile - the real business of creating access to livelihoods; direct services like enrolment, skilling and implementing programmes.

NIRMANA organises its work for unorganised sector workers in the following three critical areas: -

- National Campaigns to provide a voice to the unorganised sector workers.
- Public Education and Policy Change to create awareness amongst all stakeholders, policy review and advocacy.
- Dignified Livelihoods through skill building, vocational training, placement services and entrepreneurial development.

In 1996, the National Campaign Committee for Construction Labour was able to enact a comprehensive legislation that directly impacted the lives of over 50 million Building and Other Construction workers in India by providing them with social security and other benefits. In the process, NIRMANA shaped and implemented the concept of a Tripartite Board model that aligns government, employers and construction workers to access social security.

NIRMANA started working with the migrant tribal girls who were working as in-house Domestic Work through NIRMALA NIKETAN. NIRMANA had promoted NIRMALA NIKETAN for advocacy related to Domestic Workers in 1998. NIRMALA NIKETAN provided shelter, boarding, health support, rescue, restoration, rehabilitation and also provided legal support, education, alternate livelihood for the returnees and potential migrants in source states and destination. Similar campaign is currently on for domestic workers through National Platform for Domestic Workers that will regulate their work in line with ILO Convention 189 (to which India is a signatory, but yet to ratify the same) and provide them with social security.

In 2012, NIRMANA undertook a major expansion of its work in the migration-prone, tribal areas of Jharkhand to provide perennial livelihood opportunities there. As part of this initiative, 20 x handloom machines were installed and over 50 local women and men from

this area were trained in weaving. Since then, many other women have joined and have been organised into a separate weaver cooperative.

In 2017, a social enterprise involving manufacture of handloom cloth-based garments and accessories had been taken up in Delhi. This tailoring unit sources handloom cloth from our weaving centre in Jharkhand as well as another partner organisation in Rajasthan for this purpose. This unit now functions under a separate cooperative to develop alternative livelihoods, provide skilling as well as supplementing household incomes.

NIRMANA has initiated leadership programmes for construction and domestic workers as well as youth from slums and '*bastis*' in 2018. We also encouraged youth volunteers to take part in our work. Students are invited to join our internship programme to enjoy an immersive experience with the local community. NIRMANA has now revamped its website and enhanced its social media presence on Facebook and Twitter.

In 2019, NIRMANA took the lead role to mobilise our people's organisations, organised state and national level consultation and meetings, advocacy with parliamentarian for the BOCW Acts, 1996. This year NIRMANA started the NTFP work in Jharkhand for provide the alternate livelihood.

In 2020, to counter the adverse impact of COVID -19, Nirmana put all its efforts to support the community to address their immediate needs, initially collected donation from the well-wishers and explored the possibilities to collect dry food packets for distributed among the worker's community.

In 2021, Covid Impact Study was conducted among construction workers of Delhi with practical recommendations. Alternative Livelihood Trainings, Health Camps, Identity & Entitlement Camps were organised in several communities with the support of CSR Fund from Accuity.

In 2022, Weavers Centre provided 25 Handlooms to 25 Women in Jharkhand Alternative livelihood trainings for DW were conducted. Health Camps, Identity & Entitlement Camps were organised at Delhi. Registration of Second Cooperative of DW was completed at Jharkhand in December end.

OUR VISION, MISSION AND VALUES

VISION

An inclusive India where all Unorganised Sector Workers are empowered to achieve social security and dignified livelihoods.

MISSION

NIRMANA will build an active eco-system for the unorganised sector worker in India. It will:

- Empower unorganized sector workers to initiate and lead people's organization and movements for social security and dignified livelihoods.
- Collaborate with other networks, movements, organizations and initiatives for policy and systemic change.
- Promote advocacy, education and public awareness programmes for governments, employers and citizens to become allies of India's unorganized sector workers.

VALUES

Inclusion

- Keeping unorganised sector workers at the core of all decisions and actions.
- Fostering unorganized sector workers to engage and exercise leadership in a movement that is their own.
- Facilitating inclusion, voice and participation of the team in NIRMANA's strategic and operational direction.

Commitment

- Through long term, sustained and immersive commitment to the unorganised worker sector.
- Going beyond legislation to universal policy implementation.
- Going beyond one sector of organized workers (construction workers) to other more marginalized groups (domestic workers & Home-based workers).

Dignity & Respect

Practicing the believes and behaviors of dignity and respect towards all stake holders

GEOGRAPHIC REACH

#	Activity	Reach
1.	Advocacy for the Implementation of Building & Other Construction Workers Acts, 1996	Pan-India (39 States/UTs)
2.	Directly involvement for the registration under the CW Acts and ensure to provide the benefits to the beneficiaries	Delhi, Chhattisgarh, West Bengal and Jharkhand
3.	Advocacy for the enactment of Comprehensive Legislation for the Domestic Workers	Delhi and source states of Jharkhand, Assam, Chhattisgarh, Odisha and West Bengal
4.	Rescue & Restoration of Domestic Workers	Jharkhand, Chhattisgarh, West Bengal (Source) and Delhi (Destination)
5.	Dignified Livelihoods	Jharkhand and Delhi
6.	Awareness Program, Registration, Medical Camps, Financial Awareness Camps, Entitlement Camps	Delhi (Pitampura, Haiderpur, Bawana, Mukundpur, Bhajanpura, Shriram Colony & Dwarka)
7.	Skill Trainings and Capacity Building Trainings	Delhi (Pitampura, Haiderpur, Bawana & Dwarka)

Focus Areas

NIRMANA is an economic justice organisation that addresses the entire continuum of Advocacy-to-Access (A2A) for unorganised sector workers.

NIRMANA is most well-known for its strong advocacy. Over the years, however, NIRMANA has diversified its activities to build campaigns / movement and also addressed the last mile - the real business of creating access to livelihoods, direct services like enrolment, skilling and implementing programmes.



NIRMANA's A2A Roadmap

NIRMANA organises

- Public Education and Policy Change to create awareness amongst all stakeholders, policy review and advocacy.
- Dignified Livelihoods through skill building, vocational training, placement services and entrepreneurial development.

National Campaigns.

- National Campaign Committee for Construction Labour (NCC-CL)
- National Campaign Committee for Unorganised Sector Workers (NCC-USW)
- National Platform for Domestic Workers (NPDW)

Public Education and Policy Change: Various programmes under this vertical are as follows: -

- National and State-level Workshops and Seminars
- Leadership Academy for unorganised sector workers and their wards in Delhi
- Worker Resource Centres
- Internship to Students
- Research Support to Scholars

Dignified Livelihoods

- Handloom Weaving Centre at Jharkhand
- Livelihoods through Non-Timber Forest Produce (NTFP) in Jharkhand
- Alternative livelihood training of Domestic workers at Delhi
- Social Enterprise (Tailoring Unit) at Delhi
- Collaboration with other skilling partners in Delhi

IMPORTANT ACTIVITIES

Public Education and Policy Change to

Create Awareness Amongst All Stakeholders, Policy Review and Advocacy

AWARENESS SESSION ON THE RIGHTS & ENTITLEMENTS AND LABOUR LAWS OF THE UNORGANIZED SECTOR

Various Meetings held within the year 2022 for awareness program in the community of Migrants workers residing at Haiderpur, Pitampura, Bawana, Dawarka, MCD Colony and Rohini North West District and South West District of Delhi. For Sensitization of Migrant workers on Safety and Security on Occupational Hazards the subject Covered are (1) Definition of Domestic Worker's (a Woman do household work like Cleaning/Dusting of house, Washing Utensils and Cloths, Cooking, Child Care and Elder's Care work in someone else House on paid basis). (2)

Unhumanitarian/Discrimination by the Employers (3) Impact of Covid - 19 to Domestic Workers (4) Work load and less Salary (5) Lack of Unity between Domestic Workers. Other Training Session's Points are (1) Conversation Session (2) Team Work Session (3) Safety and Social Security Session (4) Legal Assistance in Case of Sexual Harassment or Harassment at Work Place & Nonpayment of Wages. (5) Right to get Minimum Wages and Leave. (6) Leadership or Cumulative Form of Workers. Some Programs are:

International Women's Day

Celebrated International Women's Day on 8th March 2022 with Migrants Women Workers who are working as Domestic Workers and Construction workers. Where around 105 women workers have participated. All Women Workers are very happy to celebrate this occasion as International Women's Day and feeling proud of being a Women. They said now the time has changed and being a women feel happy when a girl child born. They feel gender equality by birth and not finding any discrimination between boy child and girl child in the society.

But as construction worker women are still facing gender discrimination in getting wages and work also. For example, if a man Beldar gets wages around Rs.450 per day, woman Beldar gets hardly Rs.300/- or Rs.350/- per day. Women gets Beldari/helper work only and the main construction work as Contractor (Thekedar), Mason (Mistry), Electrician, Plumber, Fabricator or White Wash work all work are acquired by Men workers only. Men construction worker's thinking is that a women cannot do properly this work so they don't want to give chance to work a woman as a Contractor (Thekedar), Mason (Mistry), Electrician, Plumber, Fabricator or White Wash work.

International Labour Day :

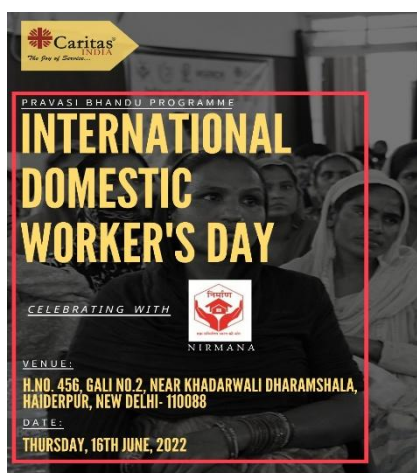


International Labours' Day Celebrated on 2nd May 2022 at Raja Ram Mohun Roy Memorial Hall, 12 Vishnu Digamber Marg, Opposite Gandharv Mahavidyalay, Near ITO Metro Station, ITO DELHI 110022 organised by Caritas India, Nirmana, Chetnalaya- New Delhi and Prachodana, Gurugram. Programme theme was; "**Act together to Build a Positive Safety**

and Healthy Culture- 2022” Total 250 Participants are presented including Assistant Director Fr. Jolly and Program Coordinators of Caritas India Mr. Deepak, Ms. Suparna, Nirmana Team, Chetnalaya Team and Prachodana Team of Pravasi Bandhu, Guest Speakers and Migrants Construction Workers and Domestic Workers. Speaker Prof. Ravinder Ram- Assistant Prof, Department of Economics Satyawati College, University of Delhi talked about migrants’ workers living conditions, their working conditions and remuneration and other facilities provided by the NGOs and Government. He highlighted the rights of Minimum wages, said every labour has the right to get atleast minimum wages for their work. Specially in unorganised sector there are no minimum wages fixed nor they get minimum wages, this is very dangerous situation for workers. For that they have to unite and should make demand with their employers.

International Domestic Workers Day

Two International Domestic Workers Day organised on 16th June 2021 at Rohini in First year of Pravasi bandhu and 2nd on 16th June 2022 at Haiderpur where total 350 Domestic workers were participated to discussed about Gender Discrimination at Work Place, Less Wages as compared to Men Worker, Non-inclusion to the Domestic Workers at Social Security Code. Raise demand of Better Working Places, Minimum Wages, Leave, Old Age Pension, Child Care facilities at work place.



International Migrants Day

International Migrants Day Celebration jointly organised with Caritas India and other Pravasi Bandhu Partner within Delhi on 18th December 2022 at Yusuf Sadan, Delhi, participated by 45 people. The opening remark by Fr. (Dr.) Jolly was “How and Why” the migrants come from different states from Source station to destination. To finding the livelihood and survive. Some of people also go to Foreign Country for work. They come with the hope that they will find good job and good living places with better living conditions. But sometimes they got stuck in trouble and they don’t know how to come out from. So, they need guidance’s and help. And we are for working for their help and providing them safe migration.

After that we welcome Sh. John Barla Hon'ble Minister of State for Minority, by facilitating shawl by Fr. (Dr.) Jolly and lightening the Lamp by the Minister.

During his Presidential Address Sh. John Barla has pointed out the migrants' difficulties and the consequences they are actually facing while migrating to native place to other places. He told how himself also faced the same challenges in his own life and how he came out from all the difficulties. He inspired the migrants who are attending the celebration to raise their voice and try to put demand in front of Govt for their social security and better living conditions. He assured Caritas India will get some skill development projects and funds for that through linkage with Government's different available schemes.

The Campaigns "Suchit Pravasi, Surakshit Niwasi" by Caritas India and Nirmana's two Campaign "SAVE THE BOCW BOARD" AND DEMAND OF COMPREHENSIVE LEGISLATION FOR DOMESTIC WORKERS also has been launched by Mr. John Barla.

Sh. Subhash Bhatnagar of Nirmana has highlighted the points for launching the campaign as –

- to ensure the registration of workers in the BOCW Board
- To conduct Social Audit to reduce the corruption in settling claims of benefits Coming Labour Codes brought without OHS Code and Social Security Code have led
- to repeal of BOCW Acts and UWSS Act.
- To demand Social Security for Domestic Workers also by making a Tripartite Board and Comprehensive legislation.

Sh. Shyed Sultan Ahmed – Specialist Workers Activities – ILO, spoke about 'How to ensure Safety Dignity and Access for Migrants workers. He highlighted the issue of Domestic workers of Bangladesh and told that migrants workers have to be united and raise demand for their safety and security from the Government as well as from the society.



Nirmanana's PIL in Delhi High Court

Nirmanana had proposed a clear plan for the collectivization of genuine construction workers towards confronting corrupt forces in the Board. If this was not done, the Delhi BOCW Board's Welfare Fund would be misused and not benefited to the construction workers. This would lead to a similar fate for the other BOCW Boards all over the country. Nirmanana filed a petition in the Delhi High Court in 2022 as a result of which the Court clarified on the following matters:

- 1) Proper interpretation of Section 17 of the BOCW Act, 1996 which provides a worker a grace period of about one year for renewal of registration under the Act. During this period, a beneficiary is to be provided all benefits, including pension and death compensation without insisting on renewal. Earlier, thousands of claims of beneficiaries have been rejected due to deliberate misinterpretation by staff of the BOCW Board.
- 2) Application by workers for marriage support to be accepted by the Board *before* the marriage, which implies that they make no demand of marriage certificate. This insistence has been the cause of most applications for marriage support remaining pending since the last few years.
- 3) Pension applications from workers to be accepted six months before the date of entitlement for them to commence drawing pension at age 60. This will help a worker in getting a pension as soon as they become entitled to it.
- 4) Proper interpretation of section 14 of the BOCW Act and BOCW Rules 2002. Under the Rules, provision of pension under rule No. 272 required a worker to become a member the Delhi BOCW Board for only 1 year to become entitled to get pension on attending the age of 60 years. Since the last two years, corrupt practices within the Board office had resulted in rejection of pension applications on arbitrary grounds that the worker had not completed 3 years being registered with the Board as provided u/s 14(2) of the BOCW Act. This provision was made, in fact, to give benefit to those workers who cease to be beneficiary's u/s 14(1). The correct interpretation of this Section will benefit thousands of construction workers who have arbitrarily been denied pension by wrong interpretation of the provisions of the BOCW Act.

They would learn to handle undertaking new registrations, ensure that annual renewal and filing of claims of the construction workers would be done in time. The revamped structure could also be made financially self-reliant both structurally and financially in due course.

1. Results of APF Project in Nirmanana

The results of the project after 3 years 3 months are reported here in terms of the project objectives. The supporting data is provided in the Excel sheet attached to this report as Google sheet Link : <https://docs.google.com/spreadsheets/d/1Ju1DHoIRb--RwZx778a3TFVqK01MfQ9G/edit?usp=sharing&ouid=111713174520637921723&rtpof=true&sd=true>

Collectivization of Construction and Domestic Workers

A total of 3102 CWs and DWs participated in entitlement camps over 2020, 2021 and up to June 2022. The camps were held to provide awareness of E-Shram Card and other government schemes. With Covid protocols in place, we organized camps of 50 workers in each, held in the open, to avoid crowding and possible contagion. Legal Help was provided to a total of 154 Construction Workers (target 30) for Old Age Pension, Marriage Benefit, Benefit and Funeral Assistance. With the intervention of PIL of High Court filed on behalf of 118 workers, 89 workers began receiving old age pension in 2020. The second time in 2021, NIRMANA filed applications on behalf of 502 workers for disbursement of claims under different schemes of the BOCW Act, 1996. Once again, with the intervention of High Court Order, District Labour Commissioners (DLCs) responded positively in 77 cases of workers claims.

1.1.1 Resident Welfare Associations

As against 60 office bearers of Resident Welfare Associations taking part in awareness meetings, only 46 were agreeable and did so. Meetings were held with RWAs Printer Apartment, Bank Vihar, Sharda Niketan, Rang Rasayan and Saraswati Vihar Apartments representing 54 apartment owners (1250). RWAs have been extremely resistant not just now, but over the years, to our pleas to persuade their members for better wages and working conditions for DWs. Both caste and class factors play a huge role in their attitudes towards DWs. Covid and the loss of jobs aggravated this in no small measure. We were able to organize a socio-economic survey of DWs in 2021, but could have meetings with some RWA office bearers only in early 2022.

1.1.2 Worker Resource Centres

These were set up to educate workers on accessing different govt. services, information on COVID-19 and about BOCW services and their basic rights. Larger numbers of workers (1106) availed the WFCs during Covid in 2020. Again, the numbers were higher in 2022 when the online registration process for construction workers was started, and Nirmana helped 1746 workers register with the BOCW. A total of 4842 workers were facilitated through the WRCs (target: 1620).

1.1.3 Rescued Domestic Workers

Many or most DWs lost their employment when Covid struck in 2020 and went home to their villages. When the situation eased in 2021, DWs desperate for work came back, and some were also exploited. Nirmana rescued 3 underage DWs in 2021 with the assistance of the Child Welfare Committees of Jharkhand and Delhi. In 2022, a female domestic Worker rescued from Kuwait with the help of the International Organisation for Migration (or what is BWI?) and the Indian Embassy in Kuwait. 9 workers (target: 18) were rescued over the 3+ years of the project.

1.1.4 DWs Accessing Placement Services

Nirmana and the Nirmala Niketan DWs' Cooperative could resume safe and appropriate placement of DWs only starting 2021. As against target of 30, 65 DWs were placed. Medical support was also provided to a DW suffering from dengue in 2022.

1.1.5 Training Of Worker Leaders

Over the years 2020-2022, 90 CW and DW workers attended the training. In January 2022, after revamping of the organizational structure of the CW Collectives at field level, Nirmana held capacity building training for 234 CWs and DWs (target: 100). The session in Jan. 2022 for 27 DWs was facilitated by a trainer from SEWA, Ahmedabad who spoke to the group on the **benefits of collectivization and collective bargaining**.

1.1.6 Enrol 2500 Members

The pandemic had its positive side by spurring construction workers to register with the BOCW Board to benefit from the welfare schemes, some of which were special schemes announced during the pandemic. A total of 3125 CWs were enrolled in 2020, and 2118 in 2021 including over 500 DWs in E-Shram. The year 2022 saw Nirmana help enrol 3835 workers in the Delhi BOCW Board at construction sites and chowks. Registration and membership drives were organized in Rohini, Saraswathi Vihar, Lawrence Road, Shivpuri Labour Chowk and Mundka, and also Badli and Sultanpuri construction sites. In all, 9203 CWs and DWs were enrolled (Target: 2500).

1.1.7 Participating In Community Meetings

The community meetings were aimed to spread awareness about the rights and available services to Construction workers. Nirmana held meetings with CW and DW workers in Haiderpur, Dwarka, Pitampura, Bawana, MCD Colony and Sector-3 Rohini, resulting in 9998 workers learning about their rights and welfare schemes (target: 1680).

1.1.8 Exposure Visits for Workers

6 DWs were taken on an exposure visit to PRIA in 2022 when the Covid crisis eased. They had the opportunity to learn about the conditions of DWs elsewhere in Delhi, implementation of schemes in other states, success stories and mobilization strategies. In all, 69 DWs benefited from the exposure visits (Target: 90).

1.1.9 Youth Training

It was possible to do this training only from latter part of 2021 when pandemic restrictions on gatherings especially of children, were somewhat eased. Children of CWs were given non-formal classes in order to prevent academic regression. Many were non-school goers in the first place. Of the 155 children benefiting from NFE classes at construction sites at Maharana Pratap School, Sec-5 Rohini and Netaji Subhash Place, Delhi (Target: 100), 11 children have been mainstreamed in regular school in classes ranging from 1 to 8.

1.1.10 Advocacy and Lobbying with Key Stakeholders

One in-person National workshop of CWs and DWs and 4 online meetings of CWs were held in late 2021 and early 2022 to demand for comprehensive legislation at state and national level for both categories of workers. In the national meetings, Nirmana urged to collectively demand for enactment of state legislation for implementation of the CW Act and to demand for a comprehensive central legislation for social security for DWs. A total of 195 workers (Target: 150) attended these sessions.

1.1.11 PILs to be Resolved/Progressed/Followed up

In the year 2021, 8 PILs were followed up. In 2022, 8 new PILs were filed in the Delhi High Court for disbursement of entitlements to 5 CWs receive their entitlements from the BOCW. In all, 24 PILs were either progressed/initiated/followed up (Target: 2).

1.1.12 Interaction with Members of Parliament

The virulence with which Covid 19 struck made it virtually impossible to meet and interact with groups, let alone MPs. Communication with them over 2020 and 2021 was largely over email. It was possible in 2022 to meet MPs personally and present to them the demands of DWs and advocate for re-introducing the DW Bill once again in Parliament. Most MPs were met in 2022. Nirmana was able to contact 125 MPs (Target: 90) to advocate for social security for DWs.

1.2 Conclusion

Right through the Covid crisis and the critical period when the Labour Codes were introduced, Nirmana has not stopped taking up the cause of CWs and DWs. It has been an uphill struggle. As already advised to APF vide our mail of 20th Nov. 2022, the recent crisis i.e., the registration of only 4 lakhs out of the ten lakh *construction workers* working in Delhi (i.e., only 40% of them), and on the other hand, the registration of over 9 lakh *non-construction* workers in the Delhi BOCW Board as beneficiaries has been created by lack of access for genuine CWs to the Board except online.

The situation has reached a point where genuine construction workers must lead the campaign for the removal of non-construction workers from the Board through ward-wise Social Audits and through proper implementation of the BOCW Act, 1996 provisions and Delhi Rule 2002 provisions. This will also help in raising awareness of the government's move to shift the Delhi BOCW Boards from the BOCW Act, 1996 and bring them under the two Labour Codes. The other changes to make the project more functional and impact-oriented have been made by Nirmana and communicated both to the Nirmana Board and to APF in November 2022.

With regard to DWs, Nirmana resumed engagement with RWAs on awareness of DWs rights and violation of these rights soon after the Covid crisis was over. We have resumed working on the proposed comprehensive central legislation for domestic workers, and have also factored in a proposal for a Tripartite Board including employers' representatives, as was done with the BOCW. The work with the RWAs is

more challenging because of the deeply entrenched caste and class attitudes among the DW employers who are the RWA representatives too. This being said, Nirmana does not propose to cease its efforts to construct similar social security legislation for DWs as it did for CWs 3 decades ago. Nirmana has begun grooming strong second-line women from among the NPDW for leadership roles.

Dignity of Migrants workers protected through National / state networks and cooperation with gov't system

- ✓ Frequently Meeting with Minister of Labour Department was done to raise the demand of Comprehensive Legislation for Domestic Workers through this Pravasi Bandhu program period was quite successful.
- ✓ The Delhi Govt. is taking positively action on it and the Legislation will be made within a year.
- ✓ Networking was build with the Legal Assistance provider MAP group to provided assistant to migrants workers.

Entitlement	Total No Registered	In process	Received
Caste and Income Certificate	75	49	26
Birth Certificate	21	0	21
Voter ID	15	5	10
Widow Pension	28	18	10
PAN Card	63	10	53
Aadhar Card	100	10	90
BOCW	3835	2235	1650
E-shram Card	1318	0	1318
Ration Card	30	05	25
Bank Account opened	10	0	10
Caste and Income Certificate	75	49	26
Birth Certificate	21	0	21

Camps:

General Health Check-up Camp and Covid-19 awareness program

Medical Camps organised for the community people in the Bawan, Haiderpur, Pitampura, Dwarka and done General Health check-up and free Medicine provided to Migrants Workers. Medical facilities provided at their door step to the community people. **Total 835 Migrant workers got benefited from these Camp and Awareness programs.**

Registration Camps

Camps organised for Registration of Construction Workers in the DBOCW Board, there were more than 850 applications has submitted out of which 650 people got the BOCW Identify Card and 1318 migrants were registered under the Govt scheme of registration of Unorganised Workers in the E-shram Portal. Other Govt. Welfare Scheme like Widow Pension, old age pension etc. application was also applied in the Camp. Total 1705 Workers got Registered in the BOCW Board, Eshram and Widow Pension etc. through registration camps.

Financial Awareness Camps:

Awareness provided to 565 migrants workers about various Govt. Schemes and Entitlements like E-Shram Card, Delhi Widow Pension Scheme, Old Age Pension Scheme, Disability Pension Scheme, Matri Vandana Yojana, Sukanya Samriddhi Yojana, Delhi Ladli Scheme, Issuance of Income Certificate, Issuance of Caste (SC) Certificate, Updating Aadhar Card and Download, Apply for New Pan Card, Apply for Voter ID, Opening of Bank Account of 0 Balance, Pradhan Mantri Jan Dhan Yojana Documents required like :- Age proof (Aadhar Card, Pan Card, School Certificate, Birth Certificate by MCD etc.) Residence proof (Aadhar Card, Passport, Bank Passbook, Telephone Bill (Landline or Postpaid), Voter ID card, Ration Card, Electricity Bill, Gas Bill, Driving License, Rent Agreement (Registered), Water Bill, Any Govt. Recognized Document. Bank a/c number (Single a/c). This provision may be relaxed in the case of minors who can have bank account under guardianship. Disability Certificate issued by a Govt. Hospital as per norms (only for Disability Pension Scheme). One passport size photo of the applicant. Income self-declaration in the format given on the portal itself (for Pension Schemes only) Family Aadhar Card (for BOCW Card) Family Passport Size Photo, Children school Details (For BOCW Card) Mobile Phone No. for OTP. ID Proof for some Schemes (Adhaar (UID), Passport, Driving License, Voter ID Card, Ration Card with Photo, Photo Identity Card (of Central Govt. /PSU or State Govt. /PSU only), Current passbook of Post Office / any scheduled Bank.

Skill Enhancement training program for women workers:



Plumber Training to 25 Construction Workers, Training was provided by Qualified Trainer from Recognized institute name Guru Nanak Dev Skill Development and Entrepreneurship Institute Sector -11 Rohini, Delhi. Training Points are

Definition of Plumbing Work, "the process in which liquids, water & gases are transferred from one place to another place with the help of different types of pipes.

Name of different types of pipes Like: (1) G.I.Pipes (2) S.S.pipes (3) C.I.Pipes (4) Rubber Pipes or hose pipes (5) Canvas Pipes(6) Concrete Pipes etc. Types of threads: 1. External Threads 2. Internal threads

- Use of Thread: Mostly internal threads are cut in pipes, nut etc. and External threads are cut in pipes & nut etc. Tools used in plumbing process 1. Dies, 2. Taps 3. V-pipe vice 4. Hacksaw etc.
- Pipe fittings: 1. Nipple, 2. Bends 3. Elbows 4. Socket 5. Tee 6. crosses etc.
- Conversation of units: 1 inch=8 feet, 1cm.=10 m.m. 1 foot=8 inch

In House Keeping Training for Domestic Worker, Participants are 21 migrants Domestic Workers from Jharkhand, Orissa and Chhattisgarh House Keeping Training for in house Domestic Workers supported by Caritas India. All domestic workers learnt about how to do house hold work – cleaning of Kitchen & equipment's, Utensils, keeping room organised, washing clothes & pressing them, prepare bed, garbage disposal technic, first aid, getting ready for work place, self-health and care etc. The training model was based on DWSSC RPL Orientation Book. 10 Domestic workers replaced as trained worker and got better salaries. 15 Construction Workers got engaged in plumbing work.

Training and Sensitization of Women Migrants (Leadership Training)

More than 20 Domestic Workers and Construction Workers selected as Leaders and got Leadership training to mobilise awareness in their communities. There are lakhs of women domestic workers in the country, and the workers assembled in the meeting are only a drop in that ocean. If they do not speak up and fight for their



own rights and recognition; if they do not inspire many others to join them in these efforts, then change will not be possible. No one individual can success alone. It has to be a joint action, and it has to be taken forward by the workers themselves. In the views on joint efforts and the need for unity not only among domestic workers, but also among domestic workers and other informal workers like construction workers and so on. change will happen only if all workers jointly raise their voice and support each other. The workers themselves then spoke about their own demands, rights and dreams: - Living wages which can support their basic health and nutrition needs, and enable a life of dignity and stability. - Ability to support and build a home for themselves and their family. - Want to educate their children and siblings, so they do not have to get into this work. - Want to receive their entitled pension so that they can live properly even after retirement. - Respect for their work. - Receive wages on time. Qualities / Responsibilities of a Leader - Have a vision, and clearly defined goals and objectives. She encouraged the women to look at existing situation and provisions and use that as a base to set specific quantifiable goals for themselves in the form of a demand charter. - be knowledgeable about rules and policies. - should be trustworthy. -should be empathetic and understanding of the problems of the members. - should be able to delegate work and responsibilities - should have good communication skills. - should have conflict resolution skills. The leader must listen to all parties involved, and not take any decision hastily. She should understand its root causes to be able to solve it. -should be able to priorities goals and objectives based on their relative importance, and come up with proper plan of action and timeline. - should be selected carefully and democratically after considering all these things.

Legal Awareness Training for Domestic Workers and Construction Workers

Legal Awareness program has been conducted on **21st July and 22nd July 2022 at Haiderpur, Delhi**. Information provided about Legal issues at Work Place in case of Non-Payment of Wages, Physical abuse or harassment, loss of Job etc. Awareness made about Legal Assistant and Help line Nos.

The Legal Awareness Session conducted by Nirmana team for Domestic and Construction Workers under program of “Training and Sensitization of migrant Domestic and Construction Workers on Safety and Security. The Session was executed by team of Lawyers of our Associates “The Migration & Asylum Project (M.A.P)” New Delhi working for forced migration and displacement and seeking to fuel systemic change in India's approach towards migration and displacement through legal empowerment, community engagement, stakeholder capacity building, targeted litigation, research, public outreach and advocacy through their Project titled '**Strengthening Legal Pathways for the Protection of Migrant Workers**'. There were 33 Domestic workers and 32 Construction Workers presented and learnt about legal rights of various issues such as Registration of Workers, Issues of Wages, Govt Schemes, Unfair Labour Practice, Rights of Women Labour Child Labour Rights of Migrants Labour, Working Conditions, Social Security. A Network was build with **MAP** through this program for Legal Assistance of Migrants Workers.



Identity cum Entitlement Camps

Camp organised to provide assistant in getting Identity documents like Aadhar Card, Voter ID Card, Pan Card, Bank Accounts, Ration Card etc. to the migrant's workers. More than 315 Workers benefited through this Campaigning.



Children Day Celebration at Construction Site

Identified the Construction Workers Children at Construction Site and made awareness about Non-Formal Education for the children those who are not getting formal education and celebrated Children's Day with them.

Save the BOCW Campaign

Awareness made through campaigning about Govt. Changing Policies regarding BOCW Board and its future consequence in getting benefit of Welfare Schemes, how to raise demand to save the BOCW Board.



Formation of SHG of Domestic Worker

During 2 second year of Pravasi Bandhu Program 4 Nos. of SHG Formed within 73 Domestic Workers to meet their Financial Independency in the community of MCD Colony and Dwarka, South West Delhi. They use to deposit Rs.200 or Rs.500 monthly comprising of 19 or 15 members, within 2 - 3 months it's become Rs.10000 to Rs.20000/- so they can have easily big amount to spend when the urgent fund required. Within the year it will become Lacs of Rupees. Through SHG they can generate the Capital money also to start any type of self-employed work and entrepreneurship.



Campaign for Demand of the Comprehensive Legislation for Domestic Workers Social Security.



Training on Cooperative Model of Migrants Workers

Awareness Training Provided about the benefit of Accumulative formed in the Cooperative Model for their financial assistance, Work placement, legal issue and occupational hazardous.

Training programme on 25.08.2022 on Financial Literacy Training for Cooperative Society, at Haiderpur Delhi. There were 53 Participants, 43 Trained Women Construction Workers and 9 Organizer Staff and one Resource person. Trained Women Construction Workers were from 7 Basti

who got skill training previously on Cooperative movement? Cooperative is one of the things which is very important for the development of Group either women or men. In this type of group of

cooperative we can achieve our goal. We use mutually understanding and feeling of cooperation.

Lata ji (SEWA) introduced herself and explained the difference of organized and unorganized sector workers. If we are united and organized Government will provide facilities to us. The Government never thinks about giving any facilities if workers are unorganized. She also promotes how to save for future among women. She has given an example of Jar which filled with water drop by drop. In the same way a women can save big amount of money by daily saving a bit.

One woman asked Lata ji what is difference between Cooperative and SHG. She answered S.H.G. is not registered under any law of registration but on the other hand Co-operative is registered under Law.

and unity themselves. "She says a wolf can never eat a goat if they are united.

They can attack on wolf and save its group." Thus, women can become self-reliant

and empowered, economically, socially and politically. She added Cooperative is constituted with 15 or more than that for economic and social progress in the society. Cooperative learns to work together with cooperation. He further, assert on requirement of cooperative by following points.

- 1- Members can take loan from cooperative and start and work to get progress.
- 2- There build fraternity among members as they participate on equality basis and mutual brotherhood. They respect each-others.
- 3- To be uniting in Cooperative brotherhood and national integrity develops.
- 4- Cooperative society protects their members from economic and social exploitation and creates feeling of self-respect.
- 5- Members can get benefitted by Welfare Schemes of Cooperative Society.

right to get atleast minimum wages for their work. Specially in unorganised sector there are no minimum wages fixed nor they get minimum wages, this is very dangerous situation for workers. For that they have to unite and should make demand with their employers.

Voice raises for Demand of Separate Legislation for Domestic Workers Meeting with MP

Roundtable Meeting with Members of Parliament on the issue of Domestic Workers and Demand of Separate Legislation for Domestic Workers on 5th March 2022 at 6:30 PM at YMCA, Ashoka Road, New Delhi. There were 100 participants are presented including

1. Members of Parliament
2. Convenors of NPDW,
3. Representative of Various Groups of Labour,
4. Domestic Workers.

Concluding remarks by Subhash Bhatnagar (National Convenor of NPDW):

Today's program was a successful event and for that I congratulate the whole team of NPDW. I would also like to thank BMS representatives for being a part and contributing to this event. All the MPs presented their views on the legislation and condition of DWs we should present them our response to their views in written. We need to share our studies, data and facts with the MPs to help them build better understanding and need of DWs. All the employers are not capable of providing pukka house, land, pension to the their DWs through government schemes and this brings us to understand the importance of Comprehensive Legislation for Domestic Workers. This legislation needs to collectivise resources to support domestic workers. Domestic workers were the worst affected by the Pandemic, beside those of Kerala, Tamil Nadu and Maharashtra as they have welfare board as a support system, similarly construction workers across country were given relief as they have a separate welfare board and that is why NPDW demands a tripartite board system replicating construction workers welfare board to support domestic workers. In order to provide for domestic worker's needs it is important that they have welfare board, they are registered, their bank account is connected with welfare board and their welfare board have money to provide in times of crisis and for their social security.

MP's assured that they will talk about the demand with their fellow MP so the Legislation can be formed.



Distributed Pamphlet in various stations

Awareness given through Pamphlet about Pravasi Bandhu Program and its Migration



CASE STUDIES

We helped to get admission in the School of Ms. Nidhi Age 10 Years D/o Mrs. Sushana a Domestic Worker R/s Raja Vihar, Samaypur Badli, Delhi migrants from Village Puribardih, Chainpur, Distt Gumla, Jharkhand.

Nidhi's Mother tried to get her daughter's admission in the nearby School when she was of age 6 year with her another child but school authority has denied after blaming unusual behavior by child. Due to her last performance in the school at age of 4 years. When the child was not permitted to go to the bathroom so she passed urine in the class room. The Teacher was not permitting her to go to the toilet because she was not able to wash herself. She was removed from school wrongly declared as mentally



retarded. And now when she again trying to get admission in nearby school, class teacher said now she is 10 years old and become over age for getting admission in any normal school.

She came to our office to get this child admitted in Asha Kiran ment for mentally retarded women as per the advice of earlier school teacher. We talked with the child and found the child appears to be a normal child, not retarded.

So, we suggested her to go to the nearest School and asked for get admission, We requested to do something on this matter to Mr. Ashok Agarwal of Social Jurist and as per his approach Child get the admission in the North Delhi Municipal Corporation Primary School, Sector 18 Rohini as a Normal Child.

CASE STUDIES

Stopped Widow Pension since 2020 restarted

Name	Vidya
Gender	Female
Occupation	Domestic Worker
Present Address	204, A – Block, MCD Colony, Samaypur Badli, Delhi.
Native Address:	Haryana

While doing meeting with Domestic Workers in MCD Colony, came to know that a Widow Lady Vidya, living with his Son, a Separated Daughter and 3 Grand Children, is facing financial crunch due to stopped payment of her Widow Pension and burden of separated daughter and 3 Grand Children, his Son-in-Law is a criminal type person and now a days serving a sentence in jail. Her daughter came back with 3 children since last 6 years and his husband used to stay with any another lady without paying any financial support to her. Domestic Worker Vidya who earns very less amount which is around 1500 per month totally depended upon her Widow Pension.



Very First I visited her Bank and after long wait and argument with Bank staff I able to get entry on Bank Passbook as a proof that she is not getting her pension. Then we visited Dept. of Women and Child Development, District Office North West-II, Room No.4, Sewa Kutir Complex, Kingsway Camp Delhi to get her stopped pension started. They asked us to

submit an application with supporting documents to restart the pension. Next day we have submitted the same, they assured us to proceed the application within 15 days and do the needful done. WDC sent Asha workers to make verification of her residence in MCD Colony. While verification Asha workers instructed Vidya that you have to go bank and make change in your husband's name as Ramesh instead of Sunder. Vidya went to Bank and gave an application for the same. After waiting for 30 days, she got nothing, she came again to our office sec 18 Rohini and requested that please come with me to Bank, so I went again her Bank and asked to change the name of her husband. Bank official told us that this account is closed due to non-operative so you have to reopen the account after completing KYC. We made the KYC completed and again visited to WCD Kingsway Camp for intimation that her Bank discrepancy has been corrected, concern official assured as that she will receive the pension released by next month i.e., on September 2022. She got Rs.20,000/- on account of previous payment and started monthly Pension of Rs.2500/- as per Govt. Rule. This was really very helpful to her for her survival.

CASE STUDIES

Restoration Story of Migrant Child Aman Kujur

Name	Aman Kujur
Gender	Male
Occupation	Student
Present Address	Gurugram, Delhi NCR
Native Address:	Village Bamhanpur, Post- Partenga, PS- Lodam, District – Jashpur, Chhattisgarh

Aman Kujur S/o Abertus Kujur Age 17 years R/o Village Bamhanpur, Post- Partenga, PS- Lodam, District – Jashpur, Chhattisgarh, has come to visit her Aunt Ms. Divya Kujur house at Gurugram, Delhi NCR and gone missing. After few days later Lodam Police has informed Aman's Family that he was found sitting around New Delhi Railways station to the Delhi Police and when he unable to tell anything about her aunt house to go back, he has handed over to Prayas Child Rehabilitation Centre Kashmiri Gate, New Delhi. Village Family Members informed Aman Kujur's Aunt Divya Lakra at Gurugram for Restoration with Family.

Her Aunt Ms. Divya went to Prayas office at Kashmiri Gate but they denied to handing over to her. The she contacted us to seeking help to get back her Nephew Our team headed by Ms. Bibyani and Anita went to Prayas Centre with Ms. Divya Lakra for Restoration of



Aman Kujur. They asked us to go to Child Welfare Committee and when we visited their concern official asked Authority Letter from her Grand Mother and Father as Child Mother is not live. We approached Village to send the Authority Letter in original and waited one week to receive the letter. When we received the letter and submitted to the Committee and after completion long legal process and formalities, we able to get Back Aman Kujur. Mst Aman finally handed over to her Aunt Divya Lakra on behalf of her Grand Mother and Father.

GOVERNING BOARD

#	Name	Profession	Designation*
1.	Smt.Sujata Madhok	Journalist, 9810533990	Working President cum Vice President
2.	Om Prakash Rajput	Social Worker,	Gen Secretary
3.	Umesh Joshi	Journalist,	Tresurrer
4.	Puja Pal	Associates Professor	Secretary
5.	Subhash Bhatnagar	Social Worker, 9810810365	Chief Functionary & Project Director
6.	Smt.Shivani Bhardwaj	Social Worker,9810536717	Member
7.	Dr.Ritu Priya	Professor at JNU , 9313350186	Member
8.	Smt.Kavita Kumari	Asst. Manager in Bank,9650847999	Member
9.	Sudhi Bhatnagar	Social Worker	Member
10.	Prof. K. J. Sophy	NLU - Delhi	Member

NIRMANA STAFF

#	Name	Designation*	Location	Date of Joining	Full-Time / Part-Time
1.	Subhash Bhatnagar	Chief Functionary	Delhi		Full-time
2.	Chinmayee Samal	Manager Advocacy	Delhi		Full-time
3.	Preeti Upadhyay	Manager Finance	Delhi		Full-time
4.	Sunita Sharma	Field -Coordinator	Delhi		Part-time
5.	Anita Lakra	Project-Coordinator	Delhi		Full-time
6.	Madhuri	Field -Coordinator	Delhi		Full-time
7.	Bibyani Minj	Field -Coordinator	Delhi		Full-time
8.	Suman Gupta	Field -Coordinator	Delhi		Full-time
9.	Nisha Singh	Field -Coordinator	Delhi		Full-time
10.	Akhilesh	Documentation Assistant	Delhi		Full-time
11.	Neelima	Field Coordinator	Delhi		Full-time
12.	Clara	Field Coordinator	Delhi		Full-time
13.	Prem Chand	Office Assistant	Delhi		Full-time
14.	Adriyana Kujur	Caretaker & Placement i/c, Nirmala Niketan	Delhi		Full-time
15.	Anup NC Oraon	Community Mobiliser	Jharkhand		Part-time
16.	Prabha Bada	Community Mobiliser	Jharkhand		Part-time
16.	Lalu Kachaap	Driver	Jharkhand		Full-time
17.	Pushpa	Part-time Stitching Teacher	Delhi		Part-time (P)
