

NIRMANA

ANNUAL REPORT

2024



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Noida, Uttar Pradesh 201009, India
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Duck Farming

NIRMANA

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Sector-18, Delhi -
110089

URL : www.nirman.org

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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

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 Educational Research to Access 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 follow-up.
- 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, education campaign 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.

In 2023 focused on Self Reliant Migrants Workers Skill Training on 6th Trade (Mason, Painting, Housekeeping, GDA, Computer and Stitching Training to the 200 trainee participants. Awareness Meeting at Community, Stakeholder Meeting, Networking Meetings, campaign with MPs. for comprehensive legislation for Domestic Workers to provide social security. Help Desk for Migrants organised at Labour Chowks, Community, Construction Sites, Bus Terminal and Railway Stations. Social Security Registration Camps and Health Camps also organised. Nirmana started Education support to Children of vulnerable migrants' workers and Non- Formal Education at NSP Construction Site, Delhi supported by Caritas India. Nirmana worked for Tea Garden workers since June 2023 in the three districts of West Bengal Alipurduar, Jalpaiguri and Darjeeling through project of British Asian Trust. There Nirmana initiated for registration of Construction Workers in the BOCW Board.

In the year 2024 our main activities were focus in the migrants' workers specially from West Bengal Tea Gardens in Alipurduar, Jalpaiguri and Darjeeling. Through our intervention the registration of migrant's workers and construction workers in the BOCW Board started enrolling in their online portal and also offline. We have outreached 683 workers located at 32 Sansad of 3 districts of West Bengal. 258 Workers enrolled in the Govt. various welfare schemes like BMSSY, Laxmi Bhandar, Swasth Sathi Card, BOCW, Widow Pension and Old Age Pension etc. In Delhi around 2000 workers enrolled in various Govt. Schemes. Medical benefit also provided to 136 migrants workers who lives at construction sites. Awareness regarding Safe Migration, Social Welfare Scheme, Decent Living and working condition, Legal Awareness provided through our Mass meeting, Community meeting, Help Desk and 15 Migrants Workers and Domestic Workers rescued. Total 3325 Workers outreached in the year 2024 through various activities.

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 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.	Educational Research 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.	Educational Research 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)
8.	Training for Safe Migration	Alipurduar, Jalpaiguri and Darjeeling (West Bengal), Delhi
9.	Linkage with Social Welfare Scheme's and Livelihood specially with BOCW, E-Shram and ABHA	Delhi, West Bengal, Chennai, Maharashtra
10.	Networking with other Organisations	Delhi, Jharkhand, West Bengal, Chennai, Maharashtra

FOCUS AREAS

NIRMANA is an economic justice organisation that addresses the entire continuum of Educational Research to Access for unorganised sector workers.

NIRMANA is most well-known for its strong s. 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 Roadmap

NIRMANA organises

- Public Education and Policy Change to create awareness amongst all stakeholders, policy review and follow-up.
- 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.

GOVERNING BOARD

#	Name	Profession	Designation*
1.	Smt.Sujata Madhok	Social Worker	Working President cum Vice President
2.	Om Prakash Rajput	Social Worker	Gen Secretary
3.	Umesh Joshi	Social Worker	Treasurer
4.	Puja Pal	Associates Professor	Secretary
5.	Subhash Bhatnagar	Social Worker	Chief Functionary & Project Director
6.	Smt. Shivani Bhardwaj	Social Worker	Member
7.	Dr. Ritu Priya	Professor at JNU	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
1.	Subhash Bhatnagar	Chief Functionary	Delhi
2.	Preeti Upadhyay	Manager Finance	Delhi
3.	Chhotan Das	Accountant	Delhi
4.	Anita Lakra	Project-Coordinator	Delhi
5.	Madhuri	MRC -Coordinator	Delhi
6.	Bibyani Minj	Field -Coordinator	Delhi
7.	Suman Gupta	Help Desk	Delhi
8.	Manisha	Field -Coordinator	Delhi
9.	Akhilesh	Documentation Assistant	Delhi
10.	Sujata	Field Coordinator	West Bengal
11.	Sujit	Field Coordinator	West Bengal
12.	Tabashum	Field Worker	West Bengal
13.	Dip Lama	Field Worker	West Bengal
14.	Ragini Gupta	Field Worker	West Bengal
15.	Yangzila	Field Worker	West Bengal
16.	Prem Chand	Office Assistant	Delhi
17.	Adriyana Kujur	Caretaker & Placement	Delhi
18.	Anup NC Oraon	Community Mobiliser	Jharkhand
19.	Prabha Bada	Community Mobiliser	Jharkhand
20..	Sunita	Driver	Delhi
21.	Pushpa	Part-time Stitching Teacher	Delhi
22.	A Wungreiso Shangh	Social Worker	Manipur
23.	Holyson Tungshang	Social Worker	Manipur

24.	S Ngasamkhui	Social Worker	Manipur
25.	Lingsangmi HA	Program Coordinator	Darjeeling
26.	Nirnay John Chettri	Centre Coordinator	Darjeeling
27.	Puja Thakur	Accountant	Darjeeling
28.	Sushmita Chettri	Out Reach Worker	Darjeeling
29.	Namrata Rai	Social Worker	Darjeeling
30.	Manika Rai	Project Coordinator	Delhi
31.	Pranjita Borah	Finance Manager	Delhi
32.	Archana	Program Manager	Delhi
33.	Aslam Khan	Social Worker Manipur	Manipur

Important Activities

Public Education and Policy Change to create awareness amongst all stakeholders, policy review and

Awareness Meetings:

In the year 2024 Nirmana has conducted various awareness meetings and trainings about Safe Migration, Social Welfare Schemes and Decent Living & Working Condition on Community meetings, State Level Meeting and National Meetings through its project Pravasi Bandhu, Rakhlai Sablai, Mukti (Darjeeling) AND SMFG (CSR PROJECT).

While implementing Pravasi Bandhu Program we are observing that we can't stop migration so there is need to work for safe migration and Pravasi Bandhu Program will become life line for Migrants. As the young women and children are more victimizing in trafficking and wage theft we need to do some joint awareness program with source partners in the source stations. We are providing safe placement of Domestic Workers through our Cooperative Model. Also regularly mobilizing the MP and MLA for the Social Security of Domestic Workers, Identity of their work and registration in the labour department. Through our shelter home we could able to provide shelter to the needy migrants. For example, one Widow lady migrated from Jharkhand with two little children. We helped her to finding suitable job and placed. Another woman we rescue from employer's house who was migrated from West Bengal suffering from back injury. Due to her illness, she also suffering from mentally disturb and depression. We have done counselling to her and supported to get medical treatment. When she got recovered, we placed her at job, to find herself able to do job she was very happy. And recently one homeless migrant from Jharkhand used to stay in nearby Gurudwara, came with physical injury and mentally disturb. After staying for one month she recovered, now she is placed at job. We would like to extend our sincere gratitude to donor Miserior for the support being provided though Caritas India. And given us the opportunity to help migrants workers.

Through these activities outreached around 3500 Migrants' Workers and their family in the year 2024. Some major activities are as hereunder:

- **Networking Meeting National / State Level**

Nirmana organised / participated in campaigning with Member of Parliament and Labour Deptt. to demand Comprehensive Legislation for Domestic Worker to ensure Social Security.

On 12th January 2024 State Level Meeting was held in Delhi to discuss about **NPDW National Meeting updates and Action points, National Level planning and Delhi Plan and Yearly calendar for 2024 for the Delhi chapter.**

17.01.2024 Networking Meeting with MAP - Participated in the Training on Practical Insights on Legal Procedures for the Welfare of Workers conducted by Migration & Asylum Project (MAP), an Initiative of the Ara Trust, India's legal centre for the study of asylum and migration issues. The following Agenda of the training was:

- Different Resolution Mechanisms for Labour Disputes.
- New 4 Labour Codes.
- Filing of Police Complaint and Registration of FIR.

18.04.2024, We organized a Legal Aid Services for Women Workers to provide help in the Legal matter for their various issue like Non-Payment of Wages, Job loss, community dispute, protection in the abuse etc.



On 19th Feb 2024 A Press Conference Organised by: National Platform For Domestic Workers (NPDW), at Press Club of India, Delhi

- **Details of the Meeting:**

The Press Conference was organised to spread the demands of the Domestic Workers through the media. Domestic workers leaders from NPDW members spoke of their demands on:

A Law of the Domestic Workers, along with-

- Minimum wages - Domestic Workers in Delhi do not have the right to get Minimum Wages as they are not included in the Schedule List of the Gazette Minimum Wage Notification.
- Right to have Social Security like Provident Fund (PF) and ESI.
- Recognition of Domestic Workers workplace (Employer's residence/place) as workplace

- Housing issues.

Smt. Annie Raja, General Secretary of NFIW -was the Special Invitee in the Press Conference, she talked about the issues of domestic workers linking it with the women issues. As domestic workers population consists almost 80% women in terms of composition by few studies which are available, the gendered perspective has connotations when demands are made by domestic workers considered an extension of household domestic work done by women folks.

- **International Women's Day**



On 17th March 2024 Participated in a Mass Meeting with 200 Women Migrants Workers were Celebrated International Women's Day. Smt Rekha Gupta,



Former Councillor of Shalimar Bagh and President of National Mahila Morcha from BJP were participated as Chief guest and she has inspired and motivated to Women Workers through story telling how a mother can save her child if she decided to protect her as GIRL CHILD.

- **Community Meetings: -**



Nirmanana organised various community meetings in the working area, Haiderpur, Bawana, Pitampura, Dwarka, MCD Colony Samaypur Badli and Rohini in Delhi and Jalpaiguri, Alipurdaur and Darjeeling district of West Bengal to make awareness about unorganised workers' Rights and Entitlements, Safe Migration, Social Security and Govt. Welfare Scheme, Work place Safety, Minimum Wages, Health Issues and Collectivization.

• **Outreach Area of North Bengal Tea Garden Area:**

Sl.no	Tea Garden	District	Block	Household outreach	Sansad
1.	Dharnipur T.G	Jalpaiguri	Nagrakata	83	2
2.	Chengmari T.G	„	„	21	1
3.	Carron T.G	„	„	09	2
4.	Grassmore T.G	„	„	20	1
5.	Chamurchi T.G	„	Banahart	126	4
6.	Chunabhati T.G	„	„	57	2
7.	New Dooars T.G	„	„	15	2
8.	Kathalguri T.G	„	„	55	4
9.	Ambari T.G	„	„	60	1
10.	Dima T.G	Alipurduar	Kalchini	15	1
11.	Atiabari T.G	„	„	50	2
12.	Nimti T.G	„	„	07	1
13.	Bhatkhawa T.G	„	„	80	3
14.	Rajabhat T.G	„	„	20	1
15.	Gulma T.G	Darjeeling	Matigara	32	2
16.	Sukna T.G	„	„	22	1
17.	Mohargao T.G	„	„	07	1
18.	Bangabari T.G	Alipuduar	Kalchini	04	1
Total =				683	32

◆ Project Objective

The project aimed to prevent human trafficking and sexual abuse of women and children, support victims through rehabilitation and legal aid, and build awareness and Institutional capacity in the vulnerable districts of Ukhrul, Senapati, Tamenglong, and Kamjong in Manipur.

◆ Key Achievements

Output 1 – Coordination and Consultation:

- 2 Consultation Workshops held in Senapati and Tamenglong with a total of 136 participants.

Output 2 – Capacity Building:

- 2 training sessions for Health and ICDS workers with 149 participants.
- One State Level Training in Ukhrul with police officers on POCSO, JJ Act and IPC 370.



- 1 training for shelter home staff (15 participants) on trauma-informed care.
- 6 training sessions for adolescents with 370 participants in schools to promote peer awareness and community leadership.

Output 3 – Information, Education & Communication (IEC):

- 4 IEC materials developed:
- A handbook on Child Protection and Substance Abuse in Tangkhul language (800 copies printed and distributed).
- In the second semester, 1500 additional handbooks and 80 flex banners disseminated.

Output 4 – Awareness among Communities and Children:

- 35 school awareness sessions reaching 2,981 students and teachers on child trafficking and CSA.
- 2 media sensitization workshops held for 21 journalists on rights-based reporting.
- 5 teacher training programs for 284 teachers
- 5 programs for village authorities and councils with 164 participants; village-level Child Protection Committees formed.

- 15 parent and women group sessions with 1,805 participants,
- 19 adolescent clubs reorganized, 418 members; 86 club meetings held with 1,660 participants.
- World Day Against Trafficking (Theme: “Leave No Child Behind”)
- 24 community theatre performances on child protection, reaching 2,959 people.
- 15 Village Vigilance Committees (434 members) formed;

Output 5 – Case Management and Victim Support

- 10 cases referred.
- 7 victims received rehabilitation support
- 5 victims provided legal aid and support
- 1 cross-border case (Bangladeshi minor) successfully traced
- 6 victims reunited with families.
- 5 FIRs filed, leading to arrest of offenders.
- 3 home investigation cases.

◆ Adjustments and Adaptations:

- Due to ethnic violence and state elections in Manipur, several state-level activities were postponed.
- The project successfully shifted focus to district-level activities
- Adjustments had no negative impact on project continuity.

◆ Partnerships and Synergies

- Strong collaboration with police departments.
- Handbook development supported by the Education Department
- The handbook was included in Sunday School curricula, with a foreword written by the District Magistrate of Ukhrul.

◆ Key Learnings

- Long-term psychosocial support is essential for CSA survivors.
- Continuous awareness is
- Increased awareness led to a rise in reported cases.
- Collaborative action among institutions and communities ensures lasting child protection mechanisms.
- Study Work at Manipur and Darjeeling
- West Bengal by Prof. Guntur Kiran Kumar.

Report: A study done to assess the feasibility of promoting profitable livelihood interventions and employability initiated that will contribute to reduce vulnerabilities of women and children to trafficking in rural Manipur at Ukhrul District, Manipur and North Bengal District- Darjeeling & Alipurduar Districts.

- **Help Desk Organised at Labour Chowk:**



Help Desk organised at Help Desk Organised at Labour Chowk, Community, Construction Sites, Railway Station and Bus Terminal

There were 622 Participants (306 M & 349 F) attended at the Help Desk. We have referred them to MRC and 341 were linked to Abha Cards, E-Shram and BOCW Card.



Also, we made awareness regarding Safe migration, Social Welfare Schemes, about our MRC and Shelter Home that newly migrated and potential migrants' people can take the benefit of our short stay home.

- **Formation of Legal Aid Committee at State Level:**

We Initiated to form Legal aid committee with the Members MAP, MAIN, Labour Line and Lawyers Alliance. 1st Meeting cum legal aid camp organised at Haiderpur on 18th April 2024, and taken various cases of Migrants workers like Non-payment of wages, domestic violence, job loss, cheque bounce etc.

- **Legal Support to Migrants:**

The Delhi BOCW Board has registered over ten lakh construction workers as its beneficiaries and most of them are migrants' workers. But the Board is very slow in disbursing benefits. During current year out of over 1526 claim applications only one was sanctioned. Out of over 18,433 claims of the earlier period only 10459 claims were sanctioned. There Board was following the wrong interpretation of Sec 14 and Sec 17 of the BOCW Act. Therefore NCC-CL filed a writ petition in the Honourable High Court of Delhi to seek proper direction. The Board, in its order of 22nd February 2024 to follow its



interpretation of Section 17 and reconsider all the claims which were not sanctioned. The High Court further directed the Delhi BOCW Board that to make this meaningful to send details of all the claims to the Petitioner.

This has given the team of construction workers to start reaching construction workers at their addresses. So far over five thousand rejection letters, deficiency memos etc. have been received by NCC-CL. The Budget item no. for F 6.7 is being used to Form Legal aid Team to help the migrant's construction workers by ensuring timely disbursement of wrongly withheld benefits. It will help in developing proper Board policy for timely delivery of benefits in future. This process involves the meeting with board and govt. official and re-registration of wrongly rejected beneficiaries. The funds under section no. F.6.8, F.6.10, G.7.15 is being used for this propose as timely support for the sudden work created by the High Court direction to the Delhi BOCW Board for this process. We are likely to reach the children who are out of school and voluntaries to provide education and enrolment support to such children of registered construction workers. We will consider using funds under G.7.8 & 7.9 if we are successful in doing this.

- **Non-Formal Education for Children of Construction Workers:**



Non formal education support being provided to 35 children of short-term migrant construction workers in the construction site at Netaji Subhash Place to those children not able to go the Formal School and get formal education because of they are seasonal migrants and migrating here to there.



- **Shelter Home - 66 Migrants stayed in January 2024 to December 2024**

Provided shelter, food, medical assistance to 66 migrants, out of them 48 has got job placement in the period of January to December 2024 and 18 Migrant has returned to their home town or visited other places. 2 Migrants came to appear in the Court Case.

- **SHG Meeting:**

SHG Meeting held on 11th day of every month in MCD Colony for 2.5 year and continued monitoring by the Pravasi Bandhu team. In this SHG group there are 19 members and depositing Rs.200/- every month to generate a huge amount to help themselves in case of urgently required fund by any of these **Celebrated**



International Labour's Day on

1st

May 2024 at Haiderpur, Delhi with Migrants Workers.

32 Participants Participated and celebrated International Labour's Day on 1st May 2024, during Celebration we made them aware about functioning of BOCW Board and corruption in delivering benefits as per Welfare Scheme of the Board. And discussed in the meeting that we will do personally survey by visiting workers residence to know whether they are genuine construction worker or not and Board has wrongfully rejected their claim. By the High Court orders, we have received 5000 rejected claim and 4000 claims are yet to be received as per Court's order.

- **Cultural Activities with Migrants Workers:**



On 11th August 2024 Participated in Adiwasi Diwas: We have Participated in a cultural program celebrating Adiwasi Diwas. As most of Domestic Workers are migrant Workers came from Tribal area of Eastern Part of India like Jharkhand, Odisha, West Bengal, Assam, Nagaland, Mizoram, Manipur etc. And it was a time to meet each other and share each

other's problems and issue which can solve by united in the group.

- **Migration Day Celebration:**



Celebrated Migration Day on 18 December 2024 with jointly organized by Caritas India and Nirmana. Occasion was started with Ms. Priyanka Lakra, Program head of Pravasi Bandhu. In this occasion there were 170 participants was Participated with three special Speakers. They spooked about the situation of migrant's workers

in the current scenario – in case of labours, minimum wages, living conditions and social securities. Advocate Mrs. Sophy Joseph has talked about Govt. implementing the New Labour Codes and it dis-advantages towards the migrants' workers. She also brought attention for Domestic workers issues. Mr. Benny made awareness about skill training for migrant's worker's children. And Ms. Babita had shared her experiences while working with migrants. Advocate Khushbu has concluded the celebration with her knowledgeable remarks of labour law.

- **Vocational Trainings:**



On 24.4.2024 to 02.05.2024 at Dwarka - Vocational Training was

provided to the cooperative 15 members / women workers and after training Stitching, they have started Stitching work at their home on Labour Rate. On October 29, a meeting of cooperative members was held to make payment to members who



had earned money by stitching cloth (Peticot) as a home-based job. These members had worked from home after completing a stitching course which was provided by the Pravasi Bandhu Vocational Training programme.

- **Stakeholder Meetings:**



We met Shri Bhagwan Das, MLA of Bawana Vidhan Sabha and discussed about various Social Welfare Schemes like Widow Pension, Ladly Yojna and Old Age Pension. He explained how these can be availed and what documents should be needed whereas the Voter ID Card is mandatory to avail

these schemes. He said now – a – days applications can be submitted in our office for Old Age Pension in the basis of first come first serve basis and there is 1000 beneficiaries can be avail in each Vidhan Sabha area.

- **Meeting with Labour Commissioner at Civil Line Office:**



Meeting with the Labour Commissioner to submitting the Memorandum to inclusion Domestic Workers in the Minimum Wage Notification Schedule of the Gazette Minimum Wage notification order Delhi. Also, to seek information about the Domestic Workers Social Security Bill, submitted to the Labour Commissioner, and CM Delhi.

Visited the Labour Department (DLC Alipurduar) and Jalpaiguri to understand the registration process for migrant and construction workers and the benefits provided under the West Bengal BOCW Board Welfare Scheme. They also visited stakeholders such as the BDO office, the MLA's office, and local police stations to provide support to Tea Garden workers. After visiting the Labour department to get registered in the Karma Sathi <https://karmasathips.wblabour.gov.in/> portal we came to know the registration process of migration is going on through "Duare Sarkar" camp and migrants themselves cannot get registered. We talked about this with Labour Inspector when "Duare Sarkar" is going to be organised he assured us to get informed whenever it will be organised. Recently we have talked with collective leaders for registration of construction workers in the BOCW Board.

Visited BDO office at Matigara Block, Darjeeling district to collect the information about the welfare schemes available with the department. Asked about the Camp of Duare Sarkar that when it will be going to be happened, we could make the maximum no. of migrations got registered in the scheme like BMSSY (Construction Workers) and Kamashathi.

- **Strengthening Outreach:**

Nirmana hired five additional staff members in the year 2024, including four field workers from the project implementation area, to enhance community engagement. Field workers conducted door-to-door visits, community meetings, and awareness sessions with migrants and their families about the BAT-Nirmana project in Tea Garden areas.

They also organized camps to collect documents for registration under BMSSY and the BOCW Board and engaged with stakeholders like the BDO, DLC (Alipurduar), and Labour Department representatives.

- **Collaboration with Gram Panchayats:**

Field workers coordinated with Gram Panchayat members in the area to promote awareness about safe and unsafe migration. They also facilitated the registration of Construction Workers and helped families access benefits through government welfare schemes under the BOCW Board. Also discussed about migration register and their registration in migration portal <https://karmasathips.wblabour.gov.in>.

Our field worker and field coordinators were 24 Migration community meeting on different theme such as safe and unsafe migration, BOCW registration and its benefits, social security schemes, importance of documentation, door to door campaign for make them aware on safe 24 Migration and Social Security schemes. Such as regarding safe migration we made aware about how they can migrate safely and what documents they must carry with them like Adhar Card, Migration Card, Job Card, Bank A/c Details, Labour Card, E-Shram Card, Health Card, Reserve train tickets, Help line Nos. etc. Family in source station must know about their relative that where they went, where they living and where they working and what work they are doing. Also, awareness made about BOCW Card for the construction workers and its benefits like PF, Pension and Death compensation. Explained about Abha Card, Eshram Card, Lakshmir Bhandar, Widow pension, old age Pension, Swasthya Sathi Card etc.

Small village level registration camp was organized at different area of tea gardens and 236 workers have registered in E-Shram Card, Abha Card, Laksmir Bhandar, Widow Pension and BOCW Card, also 60 application forms filled for registration of migrants and documents are collected from 105 migrants.

- **Outcomes in the objective of Linkage to Social Welfare Schemes:**

The following section outlines the specific outcomes in the working area of North Bengal Tea Garden:

Sl.no	Schemes/ Documents	Districts Alipurduar Darjeeling)	(Jalpaiguri, & Total	Remarks
1.	Migration Registration	Applied for Migrant worker welfare scheme	90+	Registration is pending due to government portal is not open
2.	BOCW/BMSSY Registration	BMSSY form filled and Linked with the scheme	32 + 15	BMSSY form fill and submit to the govt. agent
3.	E-Shram	Jalpaiguri, Alipurduar & Darjeeling)	34	
4.	ABHA	Jalpaiguri, Alipurduar & Darjeeling)	58	
5.	Laxmi Bhandar	Jalpaiguri, Alipurduar & Darjeeling)	15	
6.	Old Age Pension	Jalpaiguri, Alipurduar & Darjeeling)	01	
7.	Widow Pension	Jalpaiguri, Alipurduar & Darjeeling)	2	
8.	Swasth Sathi Card	Jalpaiguri, Alipurduar & Darjeeling)	11	

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- In the North West District and South West District of Delhi:

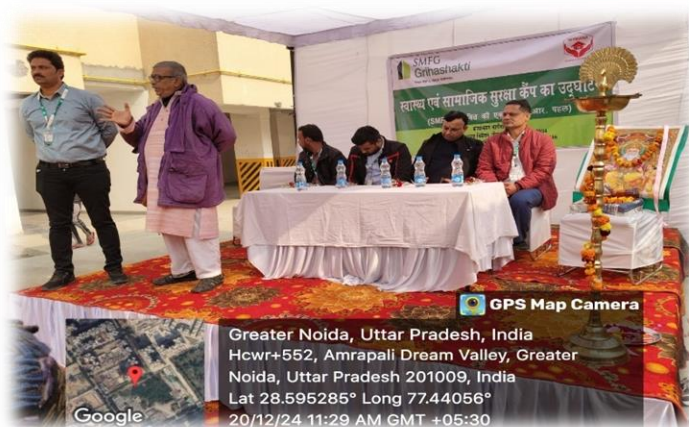
Identity and Entitlement through MRC & Field Coordinator	
Activities	Outputs and achievements
BOCW Identity Card	1450
Widow Pension	7
Ladli Scheme	18
Voter ID Card	17
Adhar Card	50
Eshram	29
Pan Card	7
Abha Card	350
Birth, Income & Caste Certificate	6
Claim filled, Death Claim, Pension and marriage benefit at BOCW Board	31
Old Age Pension	7
Ration Card	10
Disability Certificate	4
Vishwakarma Yojna	13
Marriage Certificate	1
Total	2000

SOCIAL SECURITY & HEALTH CAMPS:

- **Medical Camps:**

Nirman has organised Health Camps in the construction sites Netaji Subhash Place, Delhi and Apex Splendour- Greater Noida and benefited 136 workers. Also, at Community Area at Haiderpur and provided free health check-up and medicine to 86 workers and their family Total 222 Workers got Health Check-up benefits.

- **Registration Camps:**



Registration Camps organised for Registration of Construction Workers in the DBOCW Board, there were more than 1450 application has submitted



out of which 854 people got the BOCW Identify Card and 350 migrants were registered under the Ayushman Bharat Health Account (ABHA) to get benefits of Digital health accounts. Other Govt. Welfare Scheme like Widow Pension, old age pension etc. applications were also applied in the Camp. Total Workers got Registered in the BOCW Board, E-Shram and Widow Pension etc. through registration camps.

- **Training and Sensitization of Women Migrants (Leadership Training):**

50 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 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.

- **Networking Meeting and Training with Other NGO For Financial Literacy of Workers.**

On 10th November 2024 a Training program has organized at Haiderpur MRC with collaboration of other NGO. There were various Govt. Schemes has discussed. Workers trained for digital financial literacy that how they can use the updated digital financial transaction.

- **Networking Meeting On 21st Nov 2024**

Participated in the Meeting with other NGO where functioning process of BOCW Board was discussed and planned to raise voice against the corruption within the staff of the Board.

- **Networking meeting and Training with other NGO for migrants' workers.**

On 5th December 2024, we participated in the Networking meeting to discussed the various issues of migrant's labours in the destination. Also, the discussion was for the new labour codes and its minus points which are not labour friendly. And it will harm the future of Migrants labours.

Nirmana has approx. 50 case studies reported through self-staff and intern during the year 2024. Few are them are:

1. CASE STORY of Disha D/o Raj (Name Change) Student of 8th Class FIR: POCSO :

On 7th May 2024 We have helped a family to lodged Complaint regarding sexual assault by one Mr Suresh Verma s/o Khemchand r/o Rohini, Avantika, New Delhi. Disha told us “My name is Disha D/o Raj a construction worker, aged about 16 years r/o, Vaishali, Pitampura, Delhi. My sister, Tabashum was to get married to Mr. Kamla s/o Khemchand on 8.5.2023. Thereafter, Kamla's brother, Suresh Verma s/o Khemchand permanent r/o District - Mahoba, Uttar Pradesh started visiting our house at Avantika, New Delhi. On 4.3.2023, when my mother and father had gone to our village to distribute my sister's wedding card, then Suresh came to our house. My sister Ashka was also not at home as she had gone to school for her exams and my older sister Tabashum had gone for work. Taking benefit of the fact that I was alone at house, Suresh started sexually harassing me, when I objected, he threatened me and told me that he will marry me after my sister's marriage. He told me that ‘your father and mother are poor, if you do not do as I wish then I will not let your sister get married. Suresh then raped me, had sexual intercourse with me forcefully under coercion and told me that if I reveal this to anyone then he will not let me sister get married, and will break off the marriage. I did not reveal about this incident to anyone due to the threat given by Suresh. On 8.5.2023, my sister got married. After the wedding, in October, 2024, Suresh again came to our house. At night, when I and my sister were sleeping on the roof, then Suresh came on the roof and by threat and coercion, he raped me and had sexual intercourse with me. In December, 2023 when I was not getting my period, I got myself checked and found that I was pregnant. I could not tell anyone about this as I was scared. My health started getting 2 deteriorated. On 3.3.2024, I told Suresh that I am pregnant. He told me to that he will give me a pill and then he left for his village. I got very stressed and told my older sister, Tabashum everything. My sister informed my family and when my father spoke to Suresh's family, they threatened us and told us to get the pregnancy aborted. The family of the Suresh also threatened us by saying that if we went to the police, they will abandon my sister and get my younger sister killed. My mother refused to get my child aborted as I was young and there was a possibility of harm to my body during abortion. Forcefully Suresh and his family took me to Gwalior and then they started beating me and physically assaulting me and forcing me to abort the child. Suresh gave me a pill to get my child aborted, but I did not take the medicine. Thereafter, I ran away from there and came back to my parent's house. In the end of April, 2024, we moved to Vaishali, Pitampura Delhi-110088 as my father started working here as a guard at a construction site.

Hearing this from Disha we suggested her to lodged complaint against the accuser. We have visited Police Station and lodged FIR to registered POCSO case. And after our intervention Police has Registered the Case and proceed to CWC and Court. We have helped to get MLC from the Hospital also. Now the case has registered and accused arrested for Court proceedings.

We also learnt them about Child Marriage and Child Labour is an offence. We also felt there is lack of awareness in the villages.

2. CASE STORY of Rescue of Domestic Worker Reema (Name Change)

We received the request from husband of Mrs. Reema Oraon through our NGO Networking Partner Jalpaiguri's field coordinator to rescue a Domestic Worker.

After receiving the request from her husband of we made a complaint to DCP, South Delhi to do intervene in this case. And mentioned all the details of Ms. Reema came Delhi for work and she has employed with Mrs. S. Lakra, Chittaranjan Park, Delhi on 05.04.2023 as Domestic Worker @ Rs.8000/ per month and till now she and her family got only Rs.5000/- in cash (on dt.05.04.2023 Rs.3000/- and Rs.2000/-on June 2024 at her West Bengal House). Initially the employer Mrs. S. Lakra allowed her to communicate with her family members (Husband and Daughter) twice or thrice on phone but after then employer does not give her permission to talk with her family and the employer is not allowing her to go back to home (Jalpaiguri, West Bengal)."

Now her Family (Husband and Daughter) wants Reema Oraon to return home with arrears of her salary of 17 months which amounts to Rs. 1,31,000/- (Rupees One lakh thirty-one thousand only)

Further, 3 days before, i.e., on 2nd September, 2024, PB team visited the Employer's house at CR Park and spoke to Reema Oraon personally, who stated that she wants to go back home and take treatment for her neck's lump, however, the employer denied to release her and pay her Salary.

Therefore, we would like to request you to please direct the local police station to intervene in this matter and help Ms. Reema Oraon to return home from her employer's house along with her unpaid salary of 17 months. We further request you to take action against the employer as non-payment of wages, giving advance and keeping a person against their wishes for work amounts to bonded labour under the Bonded Labour System (Abolition) Act, 1976.

And with the intervene of C R Park Police we rescued Reema with her Salary after some deduction through a cheque of Rs.1,15,000/-. She has reached her home town with smile.

3. CASE STORY of Rescue of Domestic Worker Nima (Name Change)

Age: 19 years

We have received a request from our Associate NGO Don Bosco working for migrant worker that a girl from Odisha is working as domestic work since last 2.5 year. And her employer is not letting her go back to home nor giving her salary nor allowing to talk with her family. They do not allow her to keep her personal phone, also they often use to keep her locked inside the bathroom.

After receiving these details, we went to her employer's house Ashok Vihar and met with them, we found the details are given in above is correct. Employer herself not behaving properly with us too. She closed the door after seeing us and didn't allow to talk with Nima. We had keep waiting and sending message through the guard that we want to talk with Nima (Domestic Worker) because we received a complaint from Nima's Sister from Odisha. After waiting half an hour, we met Nima and talked she said "I am ok and I have no any problem to work with the employer. We called her sister in village and asked to talk with Nima. While talking with her sister Nima told that I want to go back home with my Salary but scare to say this to my employer.

We asked to her Employer that she should allow her to go back to her home, she agreed and said I will talk with her sister. But even after 3 days she did not talk with Nima's sister. And when I called her, she didn't pick up phone. She has given my phone no. to Agent Ashok and he called me and talked very badly saying that "you people don't interfere in our matter. What wrong we are doing that employing girl and keep disconnected with her native village so the girl will work without Salary and without interrupt of family, as bonded labour. This is the way we usually do with every domestic worker. I will pay Nima's salary instalment of Rs.50,000/- because it is a huge amount Rs.270000/- @ of Rs.9,000/- per month."

Similarly, this Employer is taking work with the Nima non-stop 16 hours work in a day. They not giving time for proper sleep also. She starts work from early morning around 4.00 am to 12 pm.

When we asked for her salary employer said that we have given her salary to Agent Ashok and no salary remain with us. So, if Nima wants to go home then she can go, we don't care about her Salary. Nima said how can I go home without my salary. Then employer asked Nima to work more 1 to 2 months then she will open her bank account and ask Agent to get back her salary, so she will deposit the salary in her account then she can go.

We made a complaint to DCP North West with CC to Ashok Vihar Police station and after intervention of Ashok Vihar police Nima get one day leave. After 2.5-year time Nima got 1 day leave. We brought Nima in our shelter home and applied for Pan Card. Now Nima got her Pan Card and opened a bank account and when Agent will return her salary back employer will deposit in Nima's bank account and till December 2024 Nima can go back to her Home.

4. CASE STORY of Rescue of Domestic Worker Tima (Name Change)

Age: 21 years

Employer not allowing her to go back to home A Domestic worker employed through a placement in the Punjabi Bagh employer's house and she working there since last 5 years. Every year she uses to work 11 months and go back to home in 12th month. This year she came and worked for 9 months and she got salary for 4 months and since last 5 months she didn't got salary. One day she received phone call from her village that her mother is seriously ill and not able even to walk by herself. Listening this Tina asked to her employer that her mother is not well so she has to go home. Her employer completely denied to give her permission to go back to home. Tina talked this to her cousin and she informed to a relative who is working in Jharkhand police. He called her employer and introduced himself as official of Anti Human Trafficking and rescue team. Hearing this Tina's employer agreed to send her back to her home. The relative of Tina also informed to us that her Sister Tina a Domestic Help immediate need to help her rescue from the employer house and shared with us the address and phone no. of the Employer.

We have immediately visited employer's house at Punjabi Bagh, Delhi asked to meet and talk to Tina but employer said "I have kept her locked at top floor because I am not happy with her as she behaved yesterday. Employer said I have booked the ticket for tomorrow train and sending her back with my driver. So, no need to interfere of you NGO people. We have talked back to her relative who asked to rescue her, she said if employer has made ticket and willing to send Tina back then we know any problem.

Next morning 11.00 am we confirmed that Tina boarded the train or not her relative said yes she is coming back and boarded the train and will reach the next morning 5 am at Ranchi. Her relative also told – Tina's employer is not paid her 5-month salary to her and she are coming back her home with no money. Though she need money urgently to make treatment of her mother. Her Employer kept her locked in the top floor of the building and even she did not provided food to her since last 2 days.

5. CASE STORY of Rescue of 1) 3 Young Boys and 1 Domestic

From Siliguri, West Bengal Age: 19 & 20 years

- **Case Details**

On December 13, 2024, an urgent situation arose involving three young boys age between 19 to 24yr. They are from Siliguri who had traveled to Delhi with an agent without informing their families. The case also included a domestic worker, a woman from Assam working under exploitative conditions as a domestic worker in Delhi. This report details the coordinated efforts to rescue and assist these individuals, shedding light on the risks of unsafe migration and the importance of prompt interventions.

- **Initial Information:**

At 7:30 AM on December 13, 2024, we got information from a NGO who is working with migrants at source station in West Bengal about three boys who had traveled to Delhi with an agent. After receiving the case our field worker talked with one of boy's mothers and she told her that her son and his friends left for Delhi without informing anyone, but upon reaching the Delhi station, due to fear of police at the Delhi station, agent accompanying them began acting erratically. He was eventually taken into custody by the police, leaving the boys stranded in an unfamiliar city with no money.

- **Communications**

One of the boys contacted his mother, who relayed the information to NGO Worker. After that our field worker received their contact details and shared them with Delhi Pravasi Bandhu coordinator Ms. Anita.

- **Immediate Action:**

The Delhi coordinator arranged transport for the boys from Delhi station to the NIRMANA office, where they were provided shelter and support. The boys were frightened and revealed that the agent had planned to take them to Punjab for hotel work. Agent keep contacting them and asking to come with him. All boys are very scared from this unhappy situation. On Sunday 15.12.024, coordinators arranged for their train tickets, and they departed Delhi at around 6:30 PM. Additionally, informed our field worker that a woman from Assam had also been rescued and would be traveling with the boys.

- **Field Visit:**

After reaching Siliguri the NGO Field worker met with the boy and upon inquiry, she learned that one of Boy's girlfriends had introduced them to a woman named Sobita (Name Changed), a resident of Kolabari, Champasari, Siliguri, who claimed she could help them find jobs in Delhi. Sobita informed them of a specific date, and on that day, she took them to the station, where she introduced them to an unidentified man. She assured them that this man had secured jobs for many young people and that they would be employed in a carton factory. Initially, only 1st and 2nd Boys has planned to go, but on that day, Dipu (name Changed), who had a fight with his family, decided to join them in anger. This is how they fell into the agent's trap.