

# Annual Report



# 2020

## **NIRMANA**

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## TABLE OF CONTENTS

#	Topic	From	To
1.	From the Chief Functionary's Desk	1	1
2.	Background	2	4
3.	Our Vision, Mission and Values	5	5
4.	Geographical Reach	6	6
5.	Focus Areas	7	7
6.	Important Activities		
	• Advocacy Activities for Construction and Domestic Workers	8	9
	• Community Outreach Activities	9	12
	• Collaboration for Research / Studies	12	13
	• Dignified Livelihoods	13	16
	• Rescue and Restoration	16	16
	• Organisation Activities	17	17
7.	Case Studies	18	19
8.	Governing Body	20	20
9.	NIRMANA Staff	21	21

## FROM THE CHIEF FUNCTIONARY'S DESK

### Our Invisible Workers

The most invisible part of Indian Society is indeed a huge segment of migrant labour. Public at large, had very little knowledge of their numbers, their contribution to the GDP, their importance to keep the economy running and least of all, the sub-human conditions of their existence. This pandemic has suddenly reversed the condition of their invisibility into its opposite. For so many days, our media-especially the electronic media was compelled to broadcast images of migrants on a historically unprecedented exodus from the city centre back to their homes in the villages.

Is it not interesting that the Indian state –both at central and state level-was indifferent and unconcerned to the plight of those who were left stranded in city after city with so many additional lakhs stranded even on the highways? For more than two months India and the world witnessed this dehumanised journey of the social disadvantaged victims back home. Many were walking, some were cycling, some hitching a short ride and still others even climbed into the belly of a cement mixer-all determined to traverse hundreds of kilo meters without food and water.

What was the first response to this human tragedy? Migrants were treated like offenders. They were made to do frog jumps, or canned and sent back to nowhere or forced into dingy wayside shelters in the name of quarantine. It took very long for the Governments of the day to finally offer transport back to rural India with a reluctant Supreme Court issuing belated orders.

Why did this callous indifference manifest for so long? The answer lies in the coloured glasses which the policy gurus and decision makers were wearing. These were imported glasses. They subscribed to the ideological idea that all labour in India must be made “Flexible”. In common parlance, this meant that every form of labour protection-be it tenure of service, wages, social security, health, safety or housing all must be reduced to its bare minimum-nay it should be just left to the market. What do we find after three decades of practicing flexibility?

What is the answer to present crisis and what needs to be done by people's organizations? Replication of the tripartite Board Model creative by the BOCW Act of 1996 is the only feasible answer for all segments of the unorganized sector for the universalization of social security. Mobilization of the collective funds like the BOCW cess is the only answer and not the contribution from the unorganized sector workers as they are not getting the minimum wage and they are not getting the regular work. A nationwide campaign by the people's organizations is needed for the proper understanding of the problems and its remedies among all the segments of unorganized sector workers.

(Subhash Bhatnagar)  
Chief Functionary

## BACKGROUND

NIRMANA (*pronounced nirmaan 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 1988 as a secretariat of the National Campaign Committee for Central Legislation on Construction Labour (NCC-CL ) to provide logistic support to its nationwide campaign. After enactment of the twin BOCW Acts in 1996, NIRMANA became 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 get the enactment of a comprehensive legislation by the Parliament after successful advocacy that directly impacts the lives of over 100 million Building and Other Construction workers in India by providing them with social security and other benefits. In the process, NIRMANA played a crucial role in getting the concept of a Tripartite Board model that aligns government, employers and construction workers to access social security accepted at a nation-wide level.

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 co-operative 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. During the year NIRMANA started the Lac and Non-Timber Forest Produce (NTFP) work in Jharkhand to provide the alternate livelihoods to migration-prone areas there.

2020 will be remembered as the year which saw migrant workers humanitarian crises unfolding. NIRMANA played a lead role to support the needy construction and domestic workers. Emergency needs of families during COVID-lock down period residing in the resettlement colonies and JJ clusters of South-West and North-West District of Delhi as well as migrant Construction Workers residing at the small construction sites were addressed. Meanwhile, advocacy and networking efforts with Govt and other like-minded organisations, law-makers and academicians, NIRMANA succeeded to save the Building & Other Construction workers Welfare Board in the Social Security Code passed in the Lok Sabha & Rajya Sabha in the Winter session of The Parliament. NIRMANA also took an initiative to provide wage compensation of upto 30 days in a year to Unorganised Sector workers in case of hospitalisation as well accidental death / disability. These social security benefits were provided by subscribing to insurance schemes whose premium was paid directly by NIRMANA.

NCC-CL strategy succeeded in ensuring the continuation of the BOCW Boards and all the functions of the BOCW Board in the Code on Social Security 2020 in addition to the Unorganised Workers Boards. The coming phase is going to be more crucial than the past because the National Campaign of Construction Labours has to ensure that the contributory provisions of social security are not imposed on the construction workers. NCC-CL needs to make alliances with all those segments of unorganised sector workers and others who have lost the hard earned provisions of social security for their restoration. The NCC-CL also needs to help the

strengthening of other platforms of unorganised sector workers like NPDW for achieving the social security through tripartite boards from collective resource mobilisations.

## 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 belief and behaviour of dignity and respect towards all stake holders

## GEOGRAPHIC REACH

#	Activity	Reach
1.	Advocacy for the Implementation of Building & Other Construction Workers Acts,1996 . Advocacy for the	Pan-India (37 States/UTs)
2.	Directly involvement for the registration under the CW Acts and ensure to provide the benefits to the beneficiaries	Delhi and Jharkhand
3.	Advocacy for the inclusion of Domestic Workers in the Labour code and demand for a separate Comprehensive Legislation for Domestic Workers	Delhi and source states of Jharkhand, Assam, Chattisgarh, Odisha and West Bengal
4.	Rescue & Restoration of Domestic Workers	Jharkhand, (Source) and Delhi (Destination)
5.	Dignified Livelihoods	Jharkhand and Delhi

## 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 organises its work for unorganised sector workers in the following 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.

### **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 Lac and Non-Timber Forest Produce (NTFP) in Jharkhand
- Skill Development and Placement of Domestic Workers at Delhi
- Promote SHGs and their linkages with Banks
- Enterprise Development and establish Social Enterprises under Nirmala Niketan Cooperative

## **IMPORTANT ACTIVITIES**

### **I: Advocacy Activities for Construction Workers and Domestic Workers**

**National Workshop of Construction Workers.** NIRMANA organized two days National Workshop of Construction Workers at Jawaharlal Nehru Centre for Youth (near ITO, Delhi) on 12 and 13 Feb 2020. The objective of the workshop was to share the implementation of the Building and Other Construction Workers (BOCW) Act across various states and build-up a common understanding on the introduction of the proposed Labour Codes. National Workshop was attended by 69 reps of 10 states. Discussions were held on how to save the BOCW Act in view of the introduction of the Labour Codes and a strategy was finalised to raise awareness amongst the members of Parliamentary Standing Committee on Labour that owe affiliation to different political parties.

**Webinar of Construction Workers.** Due to Covid-19, conduct of physical meetings was restricted and hence NIRMANA adopted an online seminar (or webinar) mode to build-up a common understanding and ascertain the views of the stakeholders on the implementation of Building & Other Construction Workers Acts, 1996. Webinars were held on 20 Jun, 29 Sep, 8 Oct and 24 Nov 2020. The main objectives of this Webinar were as follows: -

- Strategy to reach at a consensus between the organizations of construction workers to propose certain minimum provisions in the Central Rules to minimize the damages caused by the limitations of the Social Security Code 2020 to seven clauses out of BOCW Act 1996 and six clauses out of Cess Act, 1996 although the two Acts of 1996 have 64 and 15 Sections respectively.
- To discuss many crucial issues like Safety, Occupational Safety and Health, Migrant Workers have been left out completely in the Occupational Safety and Health & Conditions of Work Code, 2020 and Social Security Code, 2020.
- Suggested sector-wise amendment with the representatives of domestic workers and all other segments of unorganized sector workers whose sector specific Acts have been repealed such as – Mine Workers, Dock Workers, Plantation Workers, Contract Workers, Inter-State Migrant Workers, Working Journalists and News Paper Employees, Motor Transport Workers, Sales Promotion Workers and Beedi and Cigar workers etc.
- Confined to suggestions and objections from construction workers / BOCW Boards seeking suggestions and objections for the directions to State Governments to draft State Rules.

**Webinar of Domestic Workers.** NIRMANA organised five National and State level webinars (12 Feb, 27 Aug, 10 Sep, 4 Oct and 9 Oct 2020) in which 24 representatives of from 8 states participated. During these meeting various actions were planned on the issues of domestic workers

related to CAA / NRC and later Covid. The action plan included: -

- Submit a common demand letter to the Prime Minister and Chief Ministers of State for the demand of COVID Compensation to the Domestic Workers.
- Undertake a decentralized protest of Domestic Workers on 24 Sep 2020 (during Monsoon Session of Parliament) against Labour Codes.
- Submit Memorandum of NPDW for demanding enactment of separate comprehensive legislation for Domestic Workers, submitted Memorandum to the Prime Minister, Govt of India, Labour Commissioner, Lt. Governor of Delhi.
- Send memorandum of demands to all the Political Party leaders, all the members of Standing Committee on Labour.
- Submit a petition to the Petitions Committee of Lok Sabha and Rajya Sabha by e-mail.

**Raising Awareness on Issues Affecting Construction Workers.** NIRMANA approached Prime Minister, Labour Minister and all Chief Ministers/LGs of UTs to utilize the Cess Fund collected by BOCW Boards to give relief to the Construction Workers in the backdrop of the outbreak of COVID-19 on 14 April 2020. Later, on 22 July 2020, another memorandum to Prime Minister was submitted to convey urgent concerns of survival and safety during the present lockdown and pandemic. NIRMANA also submitted Objections and Suggestions to draft Code on Social Security (Central) Rules, 2020 in terms of G.S.R. 713 ( E ) on 28 December 2020 to the Director, Ministry of Labour and Employment, Govt of India on behalf of NCC-CL and also submitted the Objections and Suggestions to draft Central Rules of Code on Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) on behalf of NCC-CL to Under Secretary to the Govt of India, Ministry of Labour and Employment on 4 January 2021.

## **II : Community Outreach Activities**

**Covid Relief During Lockdown.** The Central Government announced a national Lockdown with effect from 25 Mar 2020. In the lockdown, we all witnessed the apathy towards the unorganised sector workers as they struggled against loss of livelihood, lack of food and grave indignity. NIRMANA responded to this humanitarian crisis during the lock down period in the North-West and South-West District of Delhi in Resettlement colonies, JJ Clusters and Construction Workers Sites. Support provided were as follows:-

- **Distribution of Cooked food packets.** With collaboration with the Delhi Government, NIRMANA distributed the cooked food packets for several days through our volunteers. During the initial part of lockdown 1.0, workers and their families were caught off-guard. They had not stocked ration or had enough money. Approx 20,000 cooked food packets was distributed over several days in various slum basties and resettlement colonies as part

of this initiative. Volunteers associated with NIRMANA were at the forefront to organise this distribution. Approx.1500 persons were helped in this way.

- Distribution of dry rations. Dry rations (Rice, Atta and Dal) procured initially through local contributions and later made available through Action-Aid and Feed India was distributed in two tranches. A total of 328 families were provided with rice, atta and dal to meet their immediate ration requirements.
- Provision of supplementary ration and sanitary kits. 565 selected construction and domestic worker families (single women, old women, non-ration card holders etc) were provided with ration kits (rice, atta, dal, cooking oil, sugar, tea, salt, condiments) and sanitary kits (bathing and washing soap, mask, sanitary pad). This would take care of their long-term nutrition and hygiene requirements of vulnerable community members. IGSSS funded NIRMANA to distribute 565 ration and sanitary kits.
- Milk and Supplementary Nutrition for Children (0-6 years). Mobile-Creches and NIRMANA collaborated to provide milk and supplementary nutrition to children (0-6 yrs). Items per child provided were half litre of milk daily for 15 days and half kg Dalia, one soap and a puffed rice snack to 62 children were provided with nutritious diet for a period of 15 days.
- Supporting Registration of Migrant workers (Non-Ration Card Holders) for Dry Rations (Delhi Govt). Approx 350 families without ration-cards in various communities were assisted to register for Dry Rations (through smartphone). NIRMANA Staff and volunteers were associated with this task. All of them received rations through Delhi Government after due verification in approx 10-15 days.

**Community Meetings.** NIRMANA organised awareness meetings at Delhi in small groups of Construction Workers and Domestic Workers for bringing together a cross-section of viewpoints, a community meeting is the perfect setting to exchange ideas and information, grant community groups real opportunities to affect plans and make changes and gave them responsibility as part of the process so that they feel their efforts will matter. During the year NIRMANA reached more than 800 workers through various community-meetings. Various points discussed during such meetings were as follows: -

- Online registration and renewal process of Construction Workers and Domestic Workers under Delhi Building & Other Construction Workers Welfare Board.
- Issues related to the Labour Codes
- Disseminated the procedure, eligibilities and benefits of various Govt schemes
- Importance of the collectives and its strength.
- About COVID-19 and its prevention.

**Identity and Entitlement Camps.** NIRMANA organised Identity and Entitlement Camps in the

communities of North-west and South-West Delhi. The objective of the camp was to disseminate the information about the process, eligibility and benefits of various government schemes and support the workers for apply through online e-district system of Delhi govt. NIRMANA organised six identity and entitlement camp and reached 650 workers and supported 457 workers to apply online for different schemes and Identity card of Delhi Govt such as Aadhar card, Widow Pension, Ration Card (addition of New name), Disability Pension, Opening Bank Account, Caste Certificate, Birth Certificate, Ladli Scheme and Income Certificate etc.

**Meeting Construction Workers at Labour Chowk and Construction Sites.** NIRMANA staff visited 25 construction sites and six labour chowks on regular basis. During their visit, the staff organized meeting among the workers, circulated the leaflets among them, build-up awareness regarding the importance of collective membership and also explained them about the BOCW Acts and the registration process and its benefits. In due course, NIRMANA was able to reach to 250 workers and enrolled them as collective members and supported them for opening Bank Accounts as well as registered them in Delhi Building & Other Construction Welfare Board.

During the Lockdown period, NIRMANA staff had also taken care of migrant workers in the construction sites, distributed dry ration to more than 50 families and supported running of non-formal classes for the children of construction workers in Construction sites for one month through the help of another organisation (Ishaan Foundation).

**Facilitating Online Registration and Renewal Services for Construction Workers.** NIRMANA took a lead role to raise awareness among the Construction Workers in the resettlement colonies, JJ clusters, Construction Sites and Labour Chowks of Delhi regarding the online registration and renewal process of Delhi Building & Other Construction Workers Welfare Board of Delhi Govt. This was done by awareness camps, meetings, distribution of leaflets and supported 3000 construction workers for the online registration and renewal in the Delhi Building & Other Construction Workers Welfare Board.

**Establishment of Worker Resource Centers.** NIRMANA established eight Workers Resource Centers (WRC) in the communities of South-West, North-West, South-West and North-East District of Delhi. The objective of a WRC is to serve as a one-stop-shop for workers needing information, education, and assistance on labour-related grievances, while supporting and promoting social dialogue and non-litigious dispute prevention and resolution. It also aims to build the capacity of collective to operate more efficiently and to provide better services to members and to workers alike near their place of residence. Through the Worker Resource Centres, NIRMANA identified and supported more than 1100 workers who are lack of information regarding the procedure for applying their claims under the different schemes of Delhi govt.

**Legal Aid to Construction Workers.** NIRMANA supported filing of cases against Delhi Building & Other Construction Workers Welfare Board (DBOCWWB). In the initial phase of the COVID-19 lockdown, NIRMANA helped file a PIL in High Court for the disbursement of COVID relief to all the construction Workers who are live members and the disbursement of 118 old age pension from the

Delhi Welfare Board who have applied claims since few years. 40 construction workers received pension amounting to approx. Rs 57 lakhs. With the intervention of Delhi High Court, all the live construction workers received 10,000/- as Covid relief after renewing their construction workers identity card and 89 Construction Workers received their pension amount from DBOCW. In addition, NIRMANA took support of Delhi High Court to raise the issue of slow process of online registration and renewal of Construction Workers in Delhi BOCW Welfare Board.

**Community Awareness Meetings in Villages of Gumla (Jharkhand).** In Jharkhand/Gumla District/Raidih Block, awareness campaign and meetings were organised in different villages. The focus of these meetings was on making informed choice prior to migration in view of nationwide Covid-19 Health threatening situation. Eighteen meetings were organised between January and July 2020, motivating people to choose handloom weaving as an alternative /part time occupation which can give additional earning throughout the year. Generating employment opportunities for the migrant returnees in handloom weaving, tailoring, scientific lac cultivation, commercial agriculture etc. Information on safe migration of domestic workers was shared with all.

**Leadership Training Program at Jharkhand.** NIRMANA organised Leadership programme for Lac farmers in Gumla District of Jharkhand. The main purpose was to encourage the idea of promoting sustainable livelihood in migration prone areas through scientific culture of Lac and NTFP. The farmer beneficiaries who attended were the members of the Producer Groups (PG) and the Board Members of the Farmer Producer Company (FPC). Training included behaviour of a leader and his relation to the community and how one can better understand them as a part of a community. 20 persons took part in the leadership training on 26 Sep 2020 at Kondra Panchayat Bhawan. Other points of discussion in the leadership training were:-

- To extend reach of government schemes into the villages.
- How to portray the problems of the people to the government representatives.
- Collection and proper utilization of water.

### **III: Collaboration for Research / Studies**

**Study on Status of Implementation of BOCW Acts.** NIRMANA conducted a study with the support of IGSSS to assess the functioning of the BOCW boards in nine selected states to understand the impact of these laws on the benefits received by construction workers in 15 cities. Other objectives of the study was as follows :-

- To study the impact of BOCW boards in the selected states
- To assess the status of Cess collected Issued vs funds Utilization
- To conduct a micro study on the impact on the construction workers
- To draft recommendation for the Social Security Codes
- Gather Records of the total number of deaths happened in last 5 years in the selected states

**Micro-Study on COVID-19 and Women's Work.** NIRMANA assisted Institute of Social Studies Trust (ISST) for conducting a study on Impact of Women's work emerging from the Lockdown in

collaboration with. The report “Insights from Women Construction Workers’ Lives in Delhi” has been prepared by ISST. The study found the construction industry to be severely affected when the pandemic hit in March, with the maximum brunt on women workers who mainly did low-end jobs that could be easily replaced by machines. Women workers also saw a significant increase in their unpaid household and care work because schools were closed and unemployed household members remained at home even after the lockdown was lifted. While those without ration cards or Aadhar cards faced significant shortages in food, most of them borrowed from relatives and considerably depleted their savings to get access to food, water and medicines. Access to healthcare was also severely limited both during and after the lockdown since government hospitals were busy treating COVID-19 patients and neglected other serious diseases.

#### **IV : Dignified Livelihoods**

**Development Plan for Nirmala Niketan Cooperatives.** With the establishment of cooperative at Jharkhand and Delhi, there was need for clearly defined path for development of our cooperatives so that they can function in an integrated manner. At the source (Jharkhand), NIRMANA through Nirmala Niketan is addressing livelihoods by establishing a handloom weaving cooperative that will provide perennial employment throughout the year. However, at the destination (Delhi), there are various categories of domestic workers such as in-house / part-time / full-time domestic workers who require a different approach while addressing their livelihood expectations. Accordingly, another Nirmala Niketan domestic worker cooperative has been established in Delhi which will take care of social enterprises, alternate vocation as well as skilling and placement services. The cooperatives, both at source and destination, work towards a common goal of demonstrating a safe and healthy route to migration that aims to reduce / eliminate the evil of trafficking women and adolescent girls for domestic work. Ultimately, both cooperatives will be functionally integrated by unifying their activities by forming a multi-purpose, multi state cooperative. In light of the above, livelihood plan at source and destination involving both Nirmala Niketan Cooperatives has been prepared. This plan is now under implementation.

**Handloom Weaving.** It was an extremely difficult year for the handloom weavers. The weaving centre had to be closed down during the lockdown and it took much time to revive them once again. A concerted effort was made to identify new weavers especially potential women migrants / returnee domestic workers. In addition, visit to new villages were undertaken to identify weaving communities who need to protect their craft. Based on fresh inputs, a revised plan was prepared to revive the weaver cooperative and the weaving centres as follows :-

- Capacity building of office bearers for book-keeping and documentation be taken up on a half yearly basis. One training was completed in Dec 2020.
- New weaving centres to be established and functional by Mar 2021.
- Raising Awareness on Safe migration Campaign be taken during all monthly meetings.

- Initiate the formation of Multi-Purpose and Multi State Cooperative by Sep 2021.

**Lac and NTFP.** The second year of Lac and Non-Timber Forest Produce (NTFP) intervention in Gumla, Jharkhand commenced on 1 April 2020. The purpose of the intervention was to strengthen livelihood sources through NTFP, with specific focus on lac, which has commercial value in defence, paint, waterproofing, pharmaceutical, and other industries. The harvest of lac from which was seeded in the first year showed enhancement of farmer income. Broad details of Lac and NTFP Income from 279 farmers who were supported during the first year (average income is Rs 15500/- per annum). The average income from each farmer during baseline undertaken in 2019 was Rs 3000/- per year. Hence, there was an average increase in farmer income due to lac / NTFP of over 3 times during the first year itself. In few exceptional cases, the income increased by over 10 times.

<b>Income Group from Lac and NTFP after intervention</b>	<b># of Beneficiaries</b>
Greater than Rs.35000	8
Between Rs.30000 to Rs.35000	13
Between Rs.20000 to Rs.30000	90
Between Rs.15000 to Rs.20000	62
Between Rs.10000 to Rs.15000	79
Between Rs.7000 to Rs.10000	21
Between Rs. 0 to Rs. 7000	6
<b>Total</b>	<b>279</b>

After collectivisation, 17 x farmer producer groups have been started. A Farmer Producer Company by the name of Nirmana Adivasi Farmer Producer Company has been registered which will help to collectivise farmers, build their capacity assist in storage and processing of broodlac. In order to assist women farmers, semialata plantation has been carried out.

**Entrepreneurship Training of Domestic Workers.** NIRMANA organised a 10 hour (5 days and 2 hour per day) Social Entrepreneurship Training with 27 Domestic Workers at Haiderpur. The training was conducted by Livelihood Coordinator with a three-fold objective as follows:-

- To create basic understanding of Entrepreneurship among the domestic workers.
- To motivate domestic workers for self-employment.
- To develop zeal and enthusiasm among the domestic workers for to being self- reliant and independent.

By conducting this training, a new perspective was developed amongst the domestic workers towards the role of an Entrepreneur. Among the 27 participants, 8 Domestic Workers showed their interest to being be part of Social Enterprise or to initiate own Enterprise which could be supported by the cooperative.

**Training to Cooperative Members on Role / Responsibilities and Documentation.** NIRMANA organised an in-house training programme for improving Weaver Cooperative functioning and

documentation with the assistance of District Cooperative Officer (DCO), Gumla. Training was conducted by Mr. Sailesh Kumar (BCEO) at Kondra Panchayat Hall on 15 Oct 2020. Office bearers of Nirmala Niketan Weaver Cooperative Society as well as staff members of NIRMANA (Jharkhand) were also present. Importance of documentation for the efficient running of the cooperative was explained.

**Community Meeting for Raising Awareness Amongst Cooperative Members at Delhi.** NIRMANA organised an awareness meeting among domestic workers cooperative members. The objective of the meeting was to sustain cooperative effectively and efficiently. Awareness meetings with domestic workers were conducted by Livelihood Coordinator and field mobilizers. In awareness meeting various aspects that got discussed broadly were as follows :-

- Problems of Domestic Workers.
- Impact of COVID-19 on livelihood.
- Importance of Collective action and participation.
- What is SHG?
- What is Cooperative and how does it work?
- Advantage of Cooperative and its membership.
- What is Social Entrepreneurship?
- Importance of Self Employment and independent employment.

As an outcome of awareness meeting, domestic workers showed interest to initiate own saving group of domestic workers which will later convert themselves into Self Help Groups and few potential women will be members of our Construction and Labour Cooperative at Delhi. Till now, 4 saving groups with ten members each are active. Two more groups of Domestic workers are in a line to come up as Domestic Workers' saving groups. Active Domestic Worker's saving groups are at Haiderpur, Dwarka and A.U Block (Pitampura).

**Domestic Worker Skill Training.** Recognition of Prior Learning (RPL) skill certification by NIRMANA directly was also undertaken during the year. The training was conducted directly through the Domestic worker Sector Skill Council (DWSSC) as per the syllabus provided by National Skill Development Corporation (NSDC). 95 Domestic workers took part in the RPL training in two batches.

**Village Level trainings.** NIRMANA organized village-level Training programmes on a quarterly basis at Raidih Block of Gumla district. The objective of the training programmes were as follows:-

- To develop leadership quality among the villagers
- Own the issues related to scientific culture of lac and NTFP

- Replicate the best practices in other villages as well with minimal support from the organisation. Village level training were conducted in different villages and addressed various problems faced by the farmers in that area.

In the training programme, an external Master Trainer focused on the scientific Lac Cultivation process including the tying and the proper cutting process of branches as well as planning for inoculation of Jethwi / Kusmi Cycle. The farmers were also advised not to cut and sell the pre-mature Lac as it resulted in shortage of brood lac. They were also taught the ways to protect their Lac in this winter season from the enemy insects or predators. Also, the focus was on the scientific collection and marketing techniques of Lac and other forest produce such as tamarind, chironjee, mahua etc. and selling the produce at the best rate, was demonstrated through an activity.

### **V : Rescue and Restoration**

In 2020, NIRMANA rescued and restored three domestic workers, some of whom faced extreme physical and mental exploitation. These were as follows :-

- **Rina** : a part-time DW was rescued from Pitampura. She had been badly beaten by her husband on her head at her residence in Mangolpuri. She ran away with a bleeding head injury and hid herself at Krist Jyoti Apartments, Pitampura to save herself. NIRMANA team rescued her and provide her with medical aid as well as boarding and lodging. Later, she was taken to One Stop Centre at Mangolpuri with her husband for counselling. She returned home after her husband gave an undertaking for good behavior with his spouse.
- **Chandmuni** : a domestic worker who had run away from her employer's home due to exploitation and harassment was rescued from Rohini West Metro Station by Police and brought to NIRMANA for shelter. She was unable to speak Hindi or the Sadri language. As she had run away, she left all her belongings and clothes at her employers home the location of which was not known to her. With some difficulty, we were able to communicate with her through a person who knew Santhali language. NIRMANA helped to restore her back to her parent in Sahibganj district of Bihar.
- **Lipi**: was a victim of a placement agency who used to regularly take minor girls from rural Jharkhand for domestic work in Delhi. Later, she was placed with a family at Ambala who ill-treated and also beat her. She run away from her employers' home in Ambala and was at the bus-stand when an ex-employee of NIRMANA saw her walking aimlessly. She was taken home and NIRMANA were informed accordingly. NIRMANA provided her with food and shelter and produced her in front of Child Welfare Committee on 21 August, 2020 as she was a minor. A of NIRMANA's Jharkhand team had visited the village of Lipi to inform regarding the case to her parents. Now, Lipi is at her home with her parents.

## **V : Organisational Activities**

**Monthly Orientation Programme of NIRMANA.** During this year, NIRMANA undertook a monthly orientation programme for the staff at Delhi. It was an opportunity to meet face-to-face, catch up on issues affecting project execution, brainstorm and share problems of common nature. The objective of the Staff Orientation programme was meant to boost the confidence level, help to build a team work and improve the communications skills and spread positive energy to the staff. Knowledge sharing on organisation policies as well as various current socio-economic issues like protests against the Citizen Amendment Act and amendments to Foreign Contribution Regulation Act (FCRA) were discussed in detail.

**Volunteer and Interns Engagement.** In 2020, about four students of APU, Indian Institute of Mass communication, Delhi and Tata Institute of Social Institute, Bangalore applied for internship at NIRMANA. Due to the COVID-19, it was not possible for the students to join physically. One intern of TISS, Gawahati completed her internship and submitted the study report on the topic Labour Migration and Impact of Labour Codes.

**Celebration of Christmas Day.** NIRMANA organised Christmas Day celebrations with our in-house domestic workers at Delhi who were currently part of Nirmala Niketan and those who were earlier associated with our organisation. Around 100 in-house Domestic Workers with their family members who belonged to the source state of West-Bengal, Jharkhand, Odisha, Assam and Chhattisgarh attended the celebrations. All domestic workers who are currently members of Nirmala Niketan was were given gifts on behalf of the organisation.

## CASE STUDIES

### Gangotri Devi – Font of Inspiration

This is the story of a domestic worker, who inspired others through her resilience and support to other domestic workers at the time of Covid-19. Since the lockdown brought all activities to a halt, there had been several horror stories of people struggling to find even a morsel of food and of domestic workers left stranded, among others. Then there were the daily rise of Covid-19 cases and deaths and the discrimination being faced by people suspected to have caught the virus. Yet, as we physically distance ourselves from one another amid this avalanche of bad news, a woman came ahead in the most extraordinary ways to go the extra mile to support her community and has given them a dignified life.



Gangotri Devi is a 45 years old Domestic Worker of Delhi, staying with her husband, a part-time gardener and two small children. She stayed with her family in 196, A Block, Pitampura with her negligible income. Her greatest strength is her association with the collective body of NIRMANA since one year. She had 18 years rich experience of domestic worker and her husband is part-time gardener in nearby house. Both of them lost their jobs all of a sudden due to the Covid-19 lockdown. Hence, she had no income and hardly any savings. Her strength and identification were her contact with NIRMANA at the time of all crises. She discussed problems faced by her community with NIRMANA field coordinator on phone.

At that time, she was in deep trouble and her family was in trouble too. The fear of Corona did not deter her in any way. With NIRMANA's assistance, she took responsibility of 50 Domestic workers families to give them dry rations for one and half months and facilitating them to make their temporary ration cards with proper coordination with local MLA. Running pillar to post and visiting all 50 domestic workers house, collecting their applications, taking local approval from MLA for their problems and getting temporary ration card was a big achievement and inspiring. She was a bridge between NIRMANA and those 50 Domestic Workers and that is why her story is so inspiring.

Gangotri Devi says it is hard to express the extent of hunger she has seen. "You see people who are very needy, very hungry. Some people get their first meal of the day around 2 pm, when I reach them with dry food, given to me by NIRMANA". She says she would like to focus on domestic workers issues because she is a domestic worker herself and feels that she owes it to them. When asked as to how she got the strength, she says "God knows where I get that strength! May be from NIRMANA, I can't forget that. My aim will always be to help the all domestic workers".

## **Chamin Devi : Story of Women Empowerment**

Smt. Chamin Devi w/o Shavan Binjhiya Village Jamtoli, Kondra Panchayat, Block Raidih of Gumla District of Jharkhand is a women farmer. She is from the Tribal Community is educated till 6<sup>th</sup> standard. Her husband is also a farmer. They make very little money from agriculture as the irrigation facility is very less. Smt. Chamin Devi started cultivating Lac under a Livelihood project supported by NIRMANA. She was provided with 5 Kg of Brood Lac to inoculate one kusum tree in July 2019 and again 5 Kg of Brood Lac inoculate on another kusum tree in Jan 2020.



Total cost of 10 kg of Broodlac was approx. Rs 4000/-. Her production has been 40 kgs broodlac and 30kg scrapped lac and 15 kg Phoonki. Her total income from Lac exceeded Rs 35,000/- in the first year. Cost of inputs provided by the project was just 4500/- (Broodlac and insecticides). Lac has given her some surplus income which she has saved.

Chamin Devi got training on scientific culture of lac and exposure during a local field visit. She also underwent village level training by the Field Assistant and Resource Person brought in by Nirmana. She now has a clear understanding the scientific lac culture on Kusmi host trees. She has now inoculated Lac on Kusum tree for next season with about 20 Kg broodlac. She is more confident of a good crop and wants to do lac cultivation each year.

With the surplus money, Chamin Devi was able to install four asbestos roof sheets over her house and rest of the amount she saved in bank account for her future requirement. She is now very much motivated to increasing lac cultivation on her available host with maximum occupancy. She is now proudly participating in the in all activities of the Farmer Producer Group.

## GOVERNING BOARD

#	Name	Profession	Designation*
1.	Ms Sujata Madhok	Journalist	President
2.	Mr Om Prakash Rajput	Retired Corporate Executive	Secretary-cum-Treasurer
3.	Mr Umesh Joshi	Journalist	Treasurer
4.	Mr Subhash Bhatnagar	Social Worker	Chief Functionary
5.	Ms Shivani Bharadwaj	Social Worker	Member
6.	Mr Devendra Upadhyay	Social Worker	Member
7.	Prof Ritu Priya	Professor, JNU	Member
8.	Dr Puja Pal	Asst Prof (adhoc), DU	Member
9.	Ms Kavita Pandey	Social Worker	Member
10.	Prof Sophy Joseph	Asst Professor, NLU	Member

\*as on 31 Dec 2020

## NIRMANA STAFF

#	Name	Designation*	Location	Qualification	Full-Time / Part-Time
1.	Subhash Bhatnagar	Chief Functionary	Delhi	MA (Eco), LLB	Full-time (F)
2.	Richard Sundharam	Director Operations	Delhi	M.Tech	F
3.	Chinmayee Samal	Advocacy Coordinator	Delhi	MSW	F
4.	Preeti Upadhyay	Office Coordinator	Delhi	M.Com	F
5.	Balaji Mishra	State Coordinator (Jharkhand)	Jharkhand	MBA	F
6.	Saroj K Das	Fund Raising Coordinator	Delhi	BA	F
7.	Shalvi Dixit	Livelihood Coordinator	Delhi	MSW	
8.	Madhuri	Field Coordinator	Delhi	MA	F
9.	Bibiyani Minj	Field Coordinator	Delhi	BSW	F
10.	Suman Gupta	Field Coordinator	Delhi	BA	F
11.	Pradeep	Field Coordinator	Delhi	BA	F
12.	Nilima Tirkey	Field Coordinator	Delhi	10 <sup>th</sup> Std	F
13.	Anup NC Oraon	Field Coordinator	Jharkhand	B.Pharm	F
14.	Amir Jalal	Field Coordinator	Jharkhand	MSW	F
15.	Lalu Kachaap	Driver	Jharkhand		F
16.	Priyam Kumar	Office Assistant	Jharkhand	MBA	
17.	Akhilesh Maurya	Documentation Asst	Delhi	MA	F
18.	Shailesh Kullu	Office Assistant	Delhi	BA	F
19.	Adriyana Kujur	Caretaker & Placement i/c, Nirmala Niketan	Delhi	10 <sup>th</sup> Std	F
20.	Prem Chand	Accounts Assistant	Delhi	BA	F
21.	Sunita	Driver	Delhi	12th	F

\* as on 31 Dec 2020