

Annual Report

2019



NIRMANA

C-484, Millennium Apartments,
Rohini, Sector-18,
Delhi – 110089

Web : www.nirmana.org

e-mail : mail@nirmana.org

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FROM THE CHIEF FUNCTIONARY'S DESK

'Decent Work for Workers' vs 'Ease of Doing Business'

Important changes to the labour legislations are in the offing in our country. Labour Codes are a set of four legislations that have been recently introduced in the Parliament that will repeal or annul 44 existing labour legislations some of which date back prior to our Independence. Persons in the know point out that these changes are aimed at improving India's ranking in the global "Ease of Doing Business" ranking.



The impact of these labour codes have hardly been discussed in the media or spoken about. Needless to say, it is the poor, marginalised and voiceless workers of the unorganised sector who shall be most affected in the process.

Who will speak up against this injustice? Only the real beneficiaries can effectively resist the repealing of the existing labour legislations. Potential beneficiaries can be another category of the workers who can resist the repealing of the existing labour legislations. Similarly only the real beneficiaries and the potential beneficiaries can demand the enactment of a really effective legislation and oppose the enactment of a weak legislation which cannot be implemented.

Therefore, it is important to examine the number of real beneficiaries or the potential beneficiaries of any labour legislation. Similarly, it is important to examine the real effectiveness of an existing labour legislation or critic the effectiveness of proposed legislations. A study of construction workers is being taken up by NIRMANA in this regard.

There is need to raise awareness amongst the unorganised sector workers. How much of their understanding can be transferred to the actual workers will determine the extent of its support or opposition by the workers themselves? There is an urgent need to organize factual awareness campaigns among workers. In the final analysis, '**decent work**' for workers is far more important than the '**ease of doing business**' for our country.

(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 to be the voice of powerless, unorganised sector workers and bring them together on a common platform to demand their rights. NIRMANA envisions an inclusive India where unorganised sector workers are empowered to achieve social security and dignified livelihoods. NIRMANA is among the few economic justice organisations in India that addresses the entire continuum of Advocacy-to-Access (A2A) for unorganised sector workers wherein the primary focus groups are construction workers and domestic workers.

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

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

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

In 1996, the National Campaign Committee for Construction Labour was able to 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 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 placed 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.

OUR VISION, MISSION AND VALUES

VISION

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

MISSION

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

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

VALUES

Inclusion

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

Commitment

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

Dignity & Respect

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

GEOGRAPHIC REACH

#	Activity	Reach
1.	Advocacy for the Implementation of Building & Other Construction Workers (BOCW) Acts,1996	Pan-India (37 States/UTs)
2.	Direct involvement for the registration under the BOCW Acts and ensure to provide the benefits to the beneficiaries	Delhi and Jharkhand
3.	Advocacy for the enactment of 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's A2A Roadmap

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 activities under this vertical are as follows:-

- Conduct National and State-level Workshops and Seminars
- Leadership Academy for unorganised sector workers and their wards in Delhi
- Develop Worker Resource Centres at community level
- 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
- Social Enterprise (Tailoring Unit) at Delhi
- Collaboration with other skilling partners in Delhi

IMPORTANT ACTIVITIES

A: Advocacy Activities for Construction Workers

National Workshop of Construction Workers

NIRMANA organised a two-day national workshop of Construction Workers at N.D. Tiwari Bhawan, Delhi on 14 Feb 2019. At the workshop, more than 45 representatives from Bihar, Uttar Pradesh, Madhya Pradesh, Chhattisgarh and Delhi participated. The objective of the workshop was to build-up consensus among the network partners on proposed labour codes, sharing of the implementation status and challenges of the BOCW Acts in the states, build a common understanding on the model welfare scheme and implementation of social audit in BOCW Acts in compliance with Supreme Courts directions.



Deliberations of National Meeting of Construction Workers

Through this workshop, NIRMANA was able to ascertain the implementation status of BOCW Acts across states and prepare a nationwide campaign to oppose the proposed Labour Codes. Various participants prepared a road map for involvement of all the stakeholders from community towards 'Save the BOCW Acts' campaign.

"Save the BOCW Acts" Campaign

On the eve of 72nd Anniversary of the victory of freedom struggle, NIRMANA organised a one-month campaign to "Save the BOCW Acts" through state-level meetings, conferences with different stakeholders of Construction Workers, issuing circulars to the constituent organisations and other membership-based organisations working with Construction Workers to build-up a common understanding among them on Labour Codes.



"Save the BOCW Acts" Campaign Meeting in Progress

NIRMANA participated in State-level networking meetings organised by the State constituents of Tamil Nadu, Puducherry, Karnataka, Uttar Pradesh, Odisha, Gujarat to

organise a signature campaign to Labour Minister and to the Prime Minister of India from various towns and villages.

National Meeting of Women Construction Workers

NIRMANA organised a one-day national meeting of Women Construction workers in Delhi on 28 June 2019 at its Worker Resource Centre at Ambedkar Nagar, Haiderpur to discuss women's participation in building industry, wages and conditions of work including safety measure in the working place, skill development, health care, housing, child care, and children's education of women construction workers as well as the proposed labour codes and its Impact on BOCW Acts.

In this meeting, 30 women construction workers from Tamil Nadu, Puducherry and Delhi participated and shared the issues of their respective states and prepared a road map to involve all the women construction workers in their forthcoming campaigns.

Capacity Building Workshop for Construction Workers

NIRMANA organised a two-day frontline training programme of Construction Workers at Delhi. 54 construction workers and their reps from the organisations working on construction workers issues from North region states also participated. The objectives of the programme were:-

- To bring together construction workers from different parts of the country and promote sharing of issues / ideas and difficulties at the workplace in respective areas.
- To undertake a training workshop for construction workers with emphasis on safety and occupational health aspects.
- To provide basic understanding BOCW Act and benefits available and Supreme Court directions
- To explain role of people's organisation to spread awareness, build consensus and collective bargaining
- To explain aspects of proposed Labour Codes and need to "Save the BOCW Acts".

On the first day, reps of NIRMANA facilitated the session on the provisions under BOCW Act and benefits available. Participant's shared the issues in the working place, about the implementation status of the schemes in their respective states.

The sharing also focused on the existing schemes of women construction workers and the implementation status



Capacity Building Workshop for Construction Workers underway

of the schemes and how the women workers / organisations are taking initiatives to resolve the issues in their respective states.

NIRMANA also covered the session on aspect of Occupational Safety and Health (OSH) provisions of BOCW Act as well as the final judgement of Supreme Court on the NCC-CL petition.

Awareness Raising Campaigns

Haiderpur on 8 Jan 2019. NIRMANA organised a one-day campaign of Construction Workers at the Labour Chowk of Haiderpur on 8 Jan 2019 to demand implementation of judgement of the Supreme Court on the NCC-CL Petition (CWP No. 318 of 2006). More than 300 construction workers participated. Specific demands were as follows :-



Awareness Campaign at Haiderpur

- Time-bound registration of all construction workers as well as registration of establishments.
- Strengthen the machinery for the cess collection in the Delhi Building & Other Construction Workers Welfare Board.
- Frame a composite model scheme for the benefit of construction workers in consultation with all stakeholders including NGOs who are actually working at the grass root level with construction workers.
- Establish infrastructure to conduct Social Audit of Delhi BOCW Board.

Jantar Mantar on 31 Jan 2019 and again on 7 Feb 2019. NIRMANA coordinated the nation-wide campaign of Construction Workers to raise awareness of the Labour Codes in state capitals and district headquarters on 31 Jan 2019 leading up to the march of Construction Workers to Parliament on 7 Feb 2019 with the demand to “Save the BOCW Acts”.

Representatives of various membership-based organisations from Patna (Bihar), Ahmedabad (Gujarat), Tamil Nadu, Puducherry, Rajasthan Obesides Delhi participated in large numbers in the rally in Delhi. Petitions to the Petition Committee of the Rajya Sabha were submitted after the march.



Awareness Campaign at Jantar Mantar on 31 Jan 2019

Jantar Mantar on 2 Dec 2019

NIRMANA organised a one-day national-level campaign at Jantar Mantar on 2 December 2019 to consolidate the demands of ten crore Construction Workers in the Parliament. At the campaign, representatives of membership-based organisation of Tamil Nadu, Puducherry, Kerala, Bihar, Rajasthan and Delhi participated. The campaign was to raise awareness on the Occupational Safety and Health Code, 2019 which had been introduced in Parliament and referred to select committee and will repeal the Building & Other Construction Workers Welfare (RE&CS) Act 1996 along with twelve other labour legislations.



Campaign at Jantar Mantar on 2 Dec 2019

In the campaign, more than 500 Construction Workers participated and a memorandum with signatures of workers was submitted to the Labour Minister. The main demand was to withdraw the Occupation Safety, Health and Working Conditions Code, 2019 which provides for the repealing of thirteen labour legislations and Code on Social Security, 2019, which provides for the repealing of the eight labour laws.

Delhi BOCW Welfare Board on 24 Dec 2019

NIRMANA took a lead role towards ensuring implementation of the BOCW Acts at Delhi by writing letters to the LG, Principal Secretary, Chief Minister, Labour Minister of Delhi and also to the Secretary of Delhi BOCW Welfare Board. Efforts were made to meet the Board Secretary and DLCs to resolve issues and mainstream online registration and renewal system of workers, claims disbursement and take up cases of complaints of corruption at DLC & BOCW Welfare Board offices. NIRMANA jointly organised awareness drive of Construction Workers on 24 Dec 2019 at Vikas Sadan for the following demands:-

- Timely registration and renewal of Workers in Delhi BOCW Board.
- Disbursement of the individual claims pending since many years.
- Compensation.
- Recruitment of permanent staff in Board.
- Proper cess collection in Delhi Welfare Board etc.
- Social Audit of BOCW Board

B: Advocacy Activities for Domestic Workers

Consultations of National Platform for Domestic Workers (NPDW)

NIRMANA organised a one-day national consultation at Indian Social Institute, Delhi wherein nineteen representatives from Delhi, Haryana, Telangana, Maharashtra, Kerala and Karnataka

participated. The objective of the meeting was to ascertain implementation status of Unorganised Workers Social Security Act (UWSS), 2008 (about the constitution of Welfare Board and registration of workers).

It was brought out that there were only few state governments who had constituted Unorganised Workers Social Security Board under 2008 Act and started registration of Domestic Workers and disbursed benefits to the workers such as Kerala and Odisha. Most States had not constituted the social security boards till date such as Bihar, MP and Haryana. As far as the National Policy on Domestic Workers was concerned, it was revealed that there was no clear picture about the status of any policy by the government.



NPDW Deliberations at ISI, Delhi

Labour Codes and its impact were discussed as some response was required to be submitted to the Ministry but not all participants were familiar with the contents of the codes. Hence, it was decided that Codes need to be understood more clearly. Subsequently, Bangalore-based National Law School organised a two-day national-level meeting on 18-19 October 2019. During the workshop, two documents were prepared by the participants on response to the Labour Code on Social Security and another on what domestic workers expect as social security.

State-level Consultation of Stakeholders at Bhubaneswar, Odisha

NIRMANA organised a one-day state level workshop of Domestic Workers on 23 Feb 2019. In the workshop, the reps of various organisations who work with domestic workers participated. Representatives of the National Platform for Domestic Workers (NPDW) also participated as resource persons.

At the workshop conclusion, a list of demands was prepared for inclusion in the electoral manifestoes of all political parties at the eve of 16th Lok Sabha election and Odisha Assembly election.



State level Consultation at Bhubaneswar, Odisha

As a follow up, a second state-level consultation was organised by NIRMANA on 24 Sep 2019 at Keshari Hotel, Bhubaneswar. The specific objective of the consultation was to seek a resolution in the State Assembly for the enactment of Central Legislation.

The consultation was attended by over 60 participants that included representatives from Odisha Assembly, state labour department and reps of various organisations working for the

cause of domestic workers.

State-level Workshop of Kolkata, West Bengal

NIRMANA organised a one-day state level consultation on 17 Oct 2019 at ICMARD (Usha Multi-Purpose Cooperative Society) at Kolkata. The specific objectives of the Consultation were to discuss the impact of the Labour Codes and seek introduction of a resolution in the State Assembly for the enactment of Central Legislation.

The consultation was attended by 80 participants (14 men and 56 women), member of West Bengal Women Commission & Child Welfare Committee and those representing government (Labour Commissioner and Deputy Labour Commissioner), reps of various membership-based organisation working for the cause of domestic workers and network members of Griha Shramik Adhikar Abhiyan, West Bengal and reps of domestic worker leaders.

Networking Meeting of NPDW, Delhi

NIRMANA organised networking meeting of Delhi chapter of NPDW on 27 March 2019. 100 Domestic Workers leaders from the six organisations, working on domestic worker issues participated. NIRMANA briefed them on the stand taken by National Platform of Domestic Workers in national and state level.

During the meeting, domestic worker leaders discussed the problems of workers on wages, leave, medical benefits and identity. The group also prepared a demand charter for the coming Assembly elections at Delhi.



NPDW Networking Meeting on 27 Mar 2019

The objective of the meeting was to involve the workers on their own issues and build-up a common understanding among the domestic workers and stand in the frontline of workers movement to demand their rights.

C: Other Advocacy Activities

Advocacy & Lobbying with Legislators and Government Officials

NIRMANA organised meetings with the Ministry of Labour & Employment, Govt of India to brief them on issues concerning domestic and construction workers. It also sent a memorandum to the Chief Ministers of all states and members of Standing Committee of Lok Sabha and Rajya Sabha to appeal and register their opposition towards the Labour Codes.

During the year, reps of NIRMANA met with 10 MPs of Lok Sabha & Rajya Sabha, to pursue them to sign a Petition of Construction and Domestic Workers. The Petition was subsequently submitted to the Petition Committee of Lok Sabha and Rajya Sabha.

One-Day Session of Domestic Workers on Wage Code, 2019

NIRMANA organised a one-day session on Wage Code, 2019 on 28 Sep 2019. 40 participants from various organisations working on domestic worker and women issues in Delhi participated. The aim of the session was to understand the major features of Wage Code, 2019 and the session was carried out by the Prof Sophy, National Law University, Delhi.

Prof Sophy shared that the code did not define minimum wages apart from repeating its components (basic wage and cost of living allowance) and completely ignored the criteria for minimum wages spelt out by the tripartite body, the Indian Labour Conference (ILC) and the Supreme Court.

D : Community Outreach Activities at Delhi

Awareness Camp on Government Welfare Schemes and Entitlements at Dwarka

NIRMANA organised several awareness camp at the seven community of North-West (Haiderpur, Sector-3, Rohini, AU block, Pitampura, Bawana) and South–West District (Sector-16A & Sector-15 A of Dwarka). The objective of the camp was to provide information on various schemes of Delhi Govt and Central govt as well as their benefits and eligibility criteria.

During the camp, NIRMANA collaborated with other organisations like SPID (for HIV/AIDS testing). More than 1200 people attended the camp and after the camp, NIRMANA supported 300 workers to access benefit schemes.



Awareness Drive at Dwarka

Capacity Building of Community Leaders

NIRMANA organised training of community leaders of construction and domestic workers. During this year, NIRMANA trained approx. 60 leaders. Training was conducted quarterly basis included topics like (a) role of people organisations and their leaders, (b) about the different schemes and its eligibility (c) need of identity card and its importance, (d) approach to



Capacity Building for Community Leaders

take new initiatives to work for the collective issues of the community.

Training of Wards of Construction and Domestic Workers (Youth)

NIRMANA organised four youth trainings at its Worker Resource Centre at Haiderpur. Through this training programme, NIRMANA imparted training to more than forty youth of South-West and North West district of Delhi. NIRMANA conducted the training session through the medium of presentations, group discussion and role-play. The training sought to enable the young participants to become critically aware about the present scenario, about the problems of community, information regarding the govt schemes etc. In addition, the participants were trained to organised meetings in their respective community in every month, encourage them to make their own efforts to increase the group members, attend the community level meeting of Construction Workers and Domestic Workers and take new initiatives to resolve the community problems.

Community-led Campaigns

NIRMANA organised community-led campaigns at the community of South-West and North-west district of Delhi with the engagement of youth leaders and leaders of community on creches, ICDS as well as PDS. The campaign was based on the collective community problems which emerged after discussions within the community.



Community-Led Campaign

Legal Awareness Fair for Unorganised Women Workers

A one-day Legal Rights Awareness Fair for Women Unorganised Sector Workers was organised on 28 Feb 2019 at Community Centre, B Block, JJ Colony, Bawana. The main objective of the fair was to make women unorganised sector workers aware of the different provisions, legal aspects and benefits on the existing labour legislation like Workmen Compensation Act, BOCW Act, Maternity Benefit Act etc. Information of the legal provision would help benefit women both at home and work-place to bear injustice and harassment. In this event, more than 550 women workers participated.



Legal Awareness Mela for Women Workers

NIRMANA also invited other organisations which are working on various issues of Unorganised Sector Workers. Hence, representatives of Jagori, Navjyoti, Bharatiya Navdeep Samiti and Chetnalaya also participated along with their women workers in this programme.

Orientation Programme of In-House Domestic Workers

This year, NIRMANA organised multiple orientation programmes for the in-house domestic workers. NIRMANA facilitated the sessions on the major features of the Sexual Harrasment Act at workplace, about the voting rights, on proposed labour code and exclusion of Domestic Workers etc. It organised visits to Nehru Museum, Science Museum, and National Zoo. This activities support a lots to give them opportunities to share their problems and give more knowledge and ideas about their environment and society.



Orientation Programme for In-House Domestic Workers at NIRMANA Office

Community Meetings with Domestic Workers and Construction Workers

NIRMANA's team of seven community mobilisers concentrated on 17 slum communities of North-West and South-West districts of Delhi and organised regular meetings with members, identified community leaders, youth leaders, formed SHG groups, organised monthly meeting of youth members, CBOs leaders and SHG group members. NIRMANA organised signature campaign of Domestic workers and Construction Workers. During the year, NIRMANA directly reached 1000 workers. With the support of NIRMANA, more than 300 workers of North-West and South-West Delhi got benefited from different schemes of Delhi Government.

Intervention to Gain the Perspective of Employers / RWAs

NIRMANA visited up to 11 Resident Welfare Associations (RWAs) to initiate a dialogue with employers to convince them to pay the domestic workers through bank and have a contribution in the form of a pension security scheme. Qualitative research was conducted to ascertain the views of opinions of the employers regarding their being registered under the possible legislation. The employers gave a positive response. This compilation of the various opinions makes a strong case that the legislation of having the employers registered along with the workers would not be of imposition but consensus.

E: Dignified Livelihoods

Handloom Weaving in Gumla, Jharkhand

This was an eventful year for NIRMANA weavers from the Raidih Block of Gumla District in Jharkhand. The weaving cooperative is now running three handloom weaving centres at gram panchayats of Patratoli, Kondra and Lasda. In June 2019, the weaving centre at Partratoli was allotted a building in the Block HQ itself which



Handloom Weaving Centre at Kondra, Raidih Block

had a much bigger space.

Subsequently, solar panels were installed at this building by SELCO so that the 'gitta' machine and weavers have regular availability of light. A scheme was also introduced in Nov 2019 for the very first time so that weavers who work and produce more are incentivised.

Livelihoods through Non-Timber Forest Produce (NTFP) at Jharkhand

Handloom weaving was not adequate to assist large number of beneficiaries as the number of looms was just 17. Existing beneficiaries cultivate only one rain-fed rice crop a year. Some supplementary income was there from collection of lac, chironji and tamarind from the wild, but these are sources of occasional income - neither regular, nor significant. Hence, some tribals in these areas continue to migrate in search of livelihood. Most tribals only collect Non-Timber Forest Produce (NTFP) from trees that belong to them and sell the same without any processing at village haats or markets. Middlemen exploit them by procuring their produce at very low rates. Scientific production of lac and local processing at village level will help in raising



Pesticide Spraying on Kusum Trees



Inspection of Lac Settlement on Kusum Tree

productivity as well as fetch better prices. NIRMANA is now implementing a three-year project to enhance lac productivity as well as establish a value chain for collection and marketing of these products. In this manner, existing incomes of tribal people of the area would be increased by at least 5-8 times. The specific objectives of the project are as follows:-

- Train potential migrants and returnees in migration-prone areas in scientific collection and processing of lac and other non-timber forest produce (NTFP).
- Establish a value chain for NTFP collection.
- Organise collectives for developing sustainable enterprises and local livelihoods.

Placement Programme of Domestic Workers in Delhi

Placement of domestic workers is now being carried out in a systematic manner so that there is an overall enhancement of domestic workers income and also better satisfaction to employers. The cooperative spawned by NIRMANA also trained part-time domestic workers amongst others

for tailoring to enhance their income. Year-wise data of Domestic Workers (DW) placed as well as existing and new joiners are as follows:-

#	Year	In-house	Full-time / Part-time	Total	Existing DW	New DW Joining
1	2017	17	-	17	13	4
2	2018	16	3	19	11	8
3	2019	28	2	30	19	11

Social Enterprise In Delhi

A Domestic Worker Cooperative (Nirmala Niketan Gharelu Kamgar Cooperative Labour and Construction Society Ltd) was running a tailoring unit for stitching ready-made garments from the cloth produced from our handloom weaving center at Jharkhand and a partner organisation in Rajasthan. Garments and accessories produced are marketed under the brand-name of 'Nirmala Niketan'. In addition to the 15 hand sewing machines already held, NIRMANA was also able to get four foot-cum-motorised tailoring machines, one high quality Juki tailoring machine and one interlock machine from IGSSS as a donation. This will ultimately help in running a full-fledged production unit at our centre.

Skill Development of Women Construction Workers

A 10-day training of women construction workers was organised from 23 Sep to 3 Oct 2019. In the training programme, 38 women construction workers (North-West district participated. The training was designed and facilitated by Mr.Gaurav, a professional trainer and was supported by Ambuja Cement.



Masonry Training for Women Construction Workers

The objective of the training programme was to train women construction workers in a specialised skill (masonry) and encourage and build up confidence among them.

In the training programme the women Construction workers showed their interest and attended properly in the training properly. The training covered the measurements to build any wall, the quantity of cement and sand, explanation about the types of concrete structures. On the last day, the reps of Ambuja Cement did the assessment of the 10 days training programme.

Skill Development Workshop for Domestic Workers

NIRMANA organised a two-day frontline training programme for domestic workers at Delhi. In the training programme 50 Domestic Workers from many north-Indian states had participated. The objectives of the programme was to bring together domestic workers from different parts of the country and promote sharing of issues / ideas and difficulties at the workplace in respective areas. The training focused on Health & Hygiene, Waste Management, Housekeeping

Management, Kitchen Management and the training was followed by practical training. On the second day, training focused on the basic understanding of comprehensive legislation and the role of people organisation, how the people organisation can raise their voice for their rights.

After the training, the workers also visited the NIRMANA's community centre to learn the working approach of Domestic workers leaders and visited the facilitation center of NIRMANA.

F: Miscellaneous Activities

Staff Capacity Building Programme for Staff

NIRMANA organised a series of staff orientation training programme on (a) Mission and Vision of NIRMANA, 3 year Business Plan and 1 year Operation Plan (b) Enhancing Organisational Effectiveness and Sustaining NIRMANA's Work (c) Revised Community meeting schedules for community mobilisers etc.

The objective of the orientation programme was to value added the work of staff, capacity build-up of staff in different subject, updates information, develop team spirit among the staff, improvement of the working style, strategy for the rapport build-up among community members etc.



Internal Staff Capacity Building Programme at NIRMANA Office

External Training Programme

Two field coordinators of NIRMANA attended the 10 days training Community Process Facilitation Program (CPFP) from 12 - 21 August 2019, organised at ISABS at Sahbhaagi Sikshan Trust, Lucknow.

The objectives of the training programme was:-

- Exploring self and interpersonal relationships and attain a deeper understanding of one's own motivations.
- Develop deeper to explore and deal with prejudices and biases vis-à-vis gender, caste, class, religion, disability and sexuality that exist in community at large, how it is reflected in each individual.
- Connect to the kind of leadership required to effect changes in society.

Celebration on Labour Day

NIRMANA organised a meeting of construction workers in the eve of May Day celebration. 65 construction workers participated on the eve of May Day celebration. The day also celebrated

the efforts of Ishwar Sharma remembering his contribution for the organisation and discussed about the pending claim of registered construction workers who have died without getting any pension from Delhi welfare board. In the workers decided to organise agitation for immediate settlement of disbursement the benefits applied by the registered workers since many years.



Late Ishwar Sharma

Rescue of Trafficked Domestic Workers in Delhi and Their Repatriation

NIRMANA rescued one domestic Workers from Kanpur, Uttar Pradesh and after recovering her salary. NIRMANA supported to restore the worker to her village. It also supported another domestic worker to give a good job who came from another employer's house after severe exploitation.

Internship

11 interns from Delhi School of Social Work, Jamia Millia Islamia, National Law University of Shimla, Ambedkar University, Azim Premji University, King's College, Cambridge had done the field work with NIRMANA during this year. Specific topics related to unorganised sector issues had been given to them for enhancing their knowledge and analysis that will be useful for the organisation. The interns also supported to do study in the ground level situation which can further help a lots advocacy for the betterment of the workers and implementation of BOCW Acts in Delhi and enactment of Domestic Workers Act, recommend fruitful suggestions to improve the ground level work the organisation.



Labour Day Celebration at NIRMANA's Worker Resource Centre at Haiderpur

KEY ACHIEVEMENTS

Honours and Awards. NIRMANA was recognised by IGSSS for 'Programme Excellence' during the year 2018-19 for *Samaveshi Shehar* (Inclusive Cities) Project on 14 Nov 2019.

NIRMANA has been an Advocacy partner of Domestic Workers Sector Skill Council (DWSSC) since 2018. NIRMANA efforts were recognised by CEO, DWSSC Major General Manik Sabharwal (Retd) by awarding a certificate on 9 Aug 2019.

New Projects. NIRMANA received funding for two projects from the following donors:-

- **The Hans Foundation.** For a three-year livelihood project on 'Promoting Sustainable Livelihoods in the Migration-Prone Districts of Jharkhand'.
- **IGSSS.** To conduct a comprehensive study on construction workers and implementation of BOCW Act across India. This is a five month study.

Project Completion. NIRMANA successfully completed and delivered a three year project on 31 Oct 2019 on "Domestic Workers" which was earlier received from Oak Foundation.

Organization Development. NIRMANA continued its efforts to improve systems and streamline processes being followed in the organization and also to ensure proper documentation. The aim is to be compliant to statutory norms both from financial and personnel perspective. Also, a concerted drive was undertaken for getting donations to build our corpus fund.



Major General Manik Sabharwal (Retd), CEO DWSSC presenting a Certificate to Ms Sunita Sharma of NIRMANA



IGSSS Award for Best Programme Execution

GOVERNING BOARD

#	Name	Profession	Designation*
1.	Mr R Venkataramani	Senior Advocate, SC	President
2.	Ms Sujata Madhok	Journalist	Vice President
3.	Ms Shivani Bharadwaj	Social Worker	General Secretary
4.	Mr Om Prakash Rajput	Retired Corporate Executive	Secretary-cum-Treasurer
5.	Mr Subhash Bhatnagar	Social Worker	Chief Functionary
6.	Mr Devendra Upadhyay	Social Worker	Member
7.	Prof Ritu Priya	Professor, JNU	Member
8.	Dr Puja Pal	Asst Prof (ad-hoc), DU	Member
9.	Ms Kavita Pandey	Social Worker	Member

*as on 31 Dec 2019

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	Manager Advocacy	Delhi	MSW	F
4.	Preeti Upadhyay	Manager Livelihoods & Finance	Delhi	M.Com	F
5.	Balaji Mishra	State Coordinator	Jharkhand	MBA	F
6.	Sunita Sharma	Project Coordinator	Delhi	BA	F
7.	Madhuri	Community Mobiliser	Delhi	BA	F
8.	Bibiyani Minj	Community Mobiliser	Delhi	BSW	F
9.	Suman Gupta	Community Mobiliser	Delhi	BA	F
10.	Bimla	Community Mobiliser	Delhi	BA	F
11.	Anup NC Oraon	Community Mobiliser	Jharkhand	B.Pharm	F
12.	Amir Jalal	Community Mobiliser	Jharkhand	MSW	F
13.	Lalu Kachaap	Driver	Jharkhand	BA	F
14.	Nisha Singh	Community Mobiliser	Delhi	BA (Pursuing)	Part-time (P)
15.	Usha Kashyap	Documentation Assistant	Delhi	BA	P
16.	Adriyana Kujur	Caretaker & Placement i/c, Nirmala Niketan	Delhi	10 th Std	P
17.	Prem Chand	Office Assistant	Delhi	BA	P
18.	Surabhi Rajan	Accounts Assistant	Delhi	B.Com	P
19.	Radhika	Office Assistant	Delhi	BA	P

* as on 31 Dec 2019