



2023 ANNUAL REPORT

Reskilling toward Self-Reliant



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FROM THE CHIEF FUNCTIONARY'S DESK

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

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

Welfare.



Nirman had understood the importance of Tripartite

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

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

Besides reaching consensus on the comprehensive Social Security Legislation Nirman had started several skill training and livelihood programme during last two years of Covid which was consolidated into a long-term vision for providing both short terms and long-term skill training programmes and livelihood programmes Health Camps were also organised as a regular activity in the year 2023.

Women received the required importance as the most vulnerable section of the unorganised sector during 2023. 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' in a stylized, cursive script.

(Subhash Bhatnagar)

Chief Functionary

BACKGROUND

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

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

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

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

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

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

In 2012, NIRMANA undertook a major expansion of its work in the migration-prone, tribal areas of Jharkhand to provide perennial livelihood opportunities there. As part of this initiative, 20 x handloom machines were installed and over 50 local women and men from this area were trained in weaving. Since then, many other women have joined and have been organised into a separate weaver cooperative.

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

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

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

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

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

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. 1328 E-Shram Registration done. Legal and Financial Awareness meetings conducted supported by Caritas India.

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.

OUR VISION, MISSION AND VALUES

VISION

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

MISSION

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

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

VALUES

Inclusion

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

Commitment

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

Dignity & Respect

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

GEOGRAPHIC REACH

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

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

National Campaigns.

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

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

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

Dignified Livelihoods

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

IMPORTANT ACTIVITIES

**Public Education and Policy Change to
create awareness amongst all stakeholders, policy review, advocacy and Skill
Enhancement towards self-reliant workforce**

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

NIRMANA's main focus area of work in the year 2023 are according to the primary Goal of the Project "**Domestic Workers Movement in India Pilot State level planning Projects**" and for achieving the Goal, main activities had been conducted **are as hereunder** :-

Networking Meeting State Level/District Level

Nirmanana organised campaigning and networking at State Level and District Level for that Visited to various MLAs such as Rohini, Bawana and Shalimar Bagh for Seeking help to start an alternative livelihood and connect migrants' workers with the employment. As we are regularly providing various skill training for the community. We are also conducting the Training and Capacity Building Programs for the Migrants Workers.

During meeting with MLA, we also raise demand a comprehensive legislation for Domestic Workers to deliver Social Security from the tripartite Board.

Campaigning with MP of various States and member of standing Committee for raise the Demand for unorganized sector workers especially Domestic Workers such as a Comprehensive Legislation for Social Security, Decent Working Conditions like Minimum Wages, Identified home as work place, Fixed Working Hours, Maternity and Medical Leave etc. And a Memorandum has been given for that. Campaigning was organised with association of member of National Platform of Domestic Workers (NPDW).

- On 3rd August, 2023: Shri Chandra Prakash Choudhary- MP
- Giridih, Dr L Hanumanthai & Shri Umesh G Jadhav MP Karnataka.
- 4th August 2023, Shri Arun Singh, MP Uttar Pradesh and Shri Arun Bansal MP Uttarakhand.
- 5th August, 2023 meeting with the chairperson Rajya Sabha, as he had given his commitment that he will take the issue and call to NPDW for the next meeting.
- 14th August 2023 MP, Shri Manoj Kumar Jha, member of standing Committee, labour. He assured raise the issue and discuss with other members and chairperson. He also told that for the state minimum wages and state legislation of Bihar, he will write letter to Labour Minister Bihar.



Awareness Campaign with Domestic Workers / Outreached 2833 Migrants in the year 2023

Nirman organised various Awareness Meeting to make them aware to Domestic Workers about their Rights and Entitlements, Safe Migration, Social Security and Govt. Welfare Scheme, Work place Safety, Minimum Wages, Health Issues and Collectivization.

Meetings were conducted at the following communities of Domestic Workers Meeting - 48 Nos.

1. Bawana –	100 Participants	8 times
2. Dwarka –	150 Participants	8 times
3. MCD Colony –	75 Participants	6 times
4. Deraghazi Khan -	65 Participants	4 times
5. GP Block Pitampura -	60 Participants	6 times
6. AU Block Pitampura –	115 Participants	6 times
7. Haiderpur -	200 Participants	8 times
8. Punjabi Bagh -	35 Participants	2 times

Conclave / Conference / Workshop

1. International Women's Day Haiderpur –	400 Participants
2. International Domestic Workers Day ITO-	350 Participants
3. International Migrants Day Haiderpur –	100 Participants

National Level Meeting

Participated in the conference on “**National Consultation Towards Decent Work for Domestic Workers in India**” on 5 & 6 December 2023 at India Habitat Centre, Lodhi Road, New Delhi 110003.

The other participants: The consultation plans to bring together approximately 80 representatives from:

- Ministry of Labour and Employment
- Ministry of Women and Child Development
- V.V. Giri National Labour Institute
- Government institutions in selected states (e.g. Kerala, Tamil Nadu, Bihar, Maharashtra, Jharkhand, Delhi)
- Employers' organizations
- Workers' organizations
- Academic institutions
- Civil society organizations.

The topic of the discussion was according to the Periodic Labour Force Survey 2019-20, the care economy provides important employment opportunities for women. While the care workforce accounts for 3.8 per cent of the total workforce, 10.7 per cent of the female workforce are in the care sectors. When looking at the workforce of the care sectors, women make up 52.2 per cent of the total care workforce, while women make up 26.6 per cent of the total workforce in non-care sectors.

Within the care economy, domestic workers also make a significant part of the care workers who make indispensable contribution to society and economy in India. The official statistics suggest that out of 4.75 million domestic workers, 3 million are women. There are

also other estimates placing the number of domestic workers in India between 20 million and 80 million.

Since domestic workers often come from marginal communities and also include migrants (Palriwala, 2011), and their employment remains informal, domestic workers face numerous challenges including in securing income and safe workplace and enjoying access to decent work. Recognizing the challenges, and following the adoption of the ILO Convention on Domestic Work, No. 189 (2001), national stakeholders have taken a number of steps to improve the working conditions and rights of domestic workers. While challenges remain, various stakeholders have expressed the need for all relevant stakeholders to come together to share good practices, progress made, clarify information and identify key areas of future action to accelerate progress in the achievement of SDG5, target 5.4.

In this context, the ILO Decent Work Technical Team for South Asia and the Country Office for India in New Delhi, had organized a two-day technical workshop in consultation with the Ministry of Labour & Employment, Government of India. The Promoting Rights and Social Inclusion through Organization and Formalization Project (Phase II) and Care Economy Project have coordinated and provided technical and financial support to this consultation. Objectives In this context a two days consultation had organised in New Delhi with the following objective

- Improve awareness among policy makers and key stakeholders on relevant international labour standards for promoting gender equality and decent work for all workers including domestic workers.
- Have a shared understanding on progress made and key challenges to be addressed in improving the working conditions of domestic workers.
- Improve awareness on measures taken by ILO constituents and stakeholders across India for addressing challenges in improving the working conditions of domestic workers
- Identify key areas of action to accelerate progress towards SDG Goal 5, Target 5.4.

Lesioning with Government :

Nirman with Association of the National Platform of Domestic Workers (NPDW) Demands all the State Governments to Pass a resolution in their State Assembly under Article 252 of the Constitution supporting the demand for a Central Appropriate Law for Domestic Workers and until the Central Law is passed, the rights of Domestic Workers will be protected. Also pass state level legislation proposed by the National Forum.

Most (90%) of Domestic Workers in the entire country are women.

The employer's house where the domestic worker works, should be recognized as the 'Workplace' of the Domestic Worker. Only if this is done, domestic workers will be able to use the Labour Department to settle their work-related disputes.

The working conditions of domestic workers are so different from the working conditions of all other workers that it is necessary to make a separate appropriate law for them. Through a tripartite board of representatives of the domestic worker, the employer and the government, the domestic workers should make arrangements for social security like pension in their old age, health security of their family and education of their children etc.

Provision of ESI and provident fund should be made for domestic workers. In this way, they are entitled to the social protections provided under WTO Convention 102 such as health security, sickness, old age pension, injury during employment, health security of the family, maternity benefits, nutrition in case of inability to work and security for survivors.

Leadership Training

Nirmana organised leadership training in the community of Domestic workers and elected the 5 leaders of each community among them. They trained for handle the all required action while any domestic worker needed the help in the case of Non-Payment of wages, Job loss, medical emergencies, financial need or any type of harassment or sexual abuse faced by a Domestic Worker. Domestic Workers accumulated in a group of 50 nos. Domestic workers. And every group has 5 Leaders among them.

The leaders also acting for the enhancement of membership of the collective. They organized monthly meeting in supervision of Nirmana staff to know the necessities of members and discuss to find solutions.



Domestic Workers Workshop

1) Regional workshop on important issues of domestic workers in Ranchi, Jharkhand on 19-20/09/2023.

Participated in the meeting at Ranchi Jharkhand to discuss various issue of Domestic workers raised by the International Federation of Domestic Workers (IDWF)

Discussed about Minimum wages, decent working condition, over work, non-payment of wages and safe migration. Agreed to put the Placement Agency Bill before the Jharkhand Govt. to pass the same with coordination of Jharkhand Anti Trafficking-network team at Ranchi.

The workshop would facilitate learning and sharing of experiences of different states

The main intention is to learn the experiences of different states in the key issues they had put forward in their goals.

The sharing would relate to any two issues, we could work as North Regional partner while all this would be situated in the context of Dignity and Recognition of domestic workers, the workshop is mainly to Search for deepening collaboration on one main issue across the states. So, our advocacy with the Centre would be more effective.

We invite one activist and two domestic workers from your organisation. We would appreciate your quick response by August 25th Detailed agenda will be sent as soon as all confirm, all logistics taken care of by SPARK.

2) Workshop on Domestic Workers Bill :-

The Workshop event was organised on 23rd November 2023, 2:30-5:00 pm at old Meeting Room, National Law University Delhi for the policy formulation on Domestic Workers on Invisibility in Law and Policy: - Migrant Domestic Workers (live-in) in Delhi and Bangalore taken up by CLLRA with an objective to make a uniform policy for domestic workers addressing their issues. The workshop was led by Dr. Sophy KJ, Prof NLU and discussion

was taken up with various Domestic Workers Organisation associated with National Platform for Domestic Workers (NPDW) to simplify the pending Delhi Bill on Domestic Workers by toning down the language, to agree upon a template for registration of Trade Union for Domestic Workers, and a Model Contract between Domestic Workers, Employers and Placement Agencies. The Discussion was mostly on 'employment agreement' provision and view of the participants. It was admitted by everyone that it is desirable to have employment agreements for solving the issues of Domestic Workers, including the issue of wage theft which was discussed in detail as one of the thematic presentations in the workshop.

The discussion was divided into the following three themes:

1. Discussion on the Outline of Delhi Bill.
2. Discussion on the Registration of the Trade Unions of Domestic Workers in Delhi.
3. Discussion on the issue and strategy for dealing with Wage Theft.

1. Outline of Delhi Bill : -

The discussion was beginning by summarizing the previous conferences followed by the presentation on outline of the Delhi Bill on Domestic Workers (4th version of the bill) followed by emphasis on the simplification of the Bill as being asked by the State Government, and to also make it easily comprehensible for domestic workers as well as layman. The presentation given by her dealt with the definitions related to the Domestic Work, Compulsory Registration of domestic workers, Implementing authorities, Social Security Benefits to be given by State Board to the domestic workers, Establishment of Fund for the Domestic Workers, Regulation of the working conditions, Grievance Redressal Mechanism and Dispute Resolution, Union wage theft and non-payment along with bills drafted for ILO convention, Decriminalization of offenses but only imposition of fine.

Through the discussion it was informed that the Labour Commissioner, Delhi is not ready to grant a law yet as per the previous meetings with the members of the present Domestic Workers Association, the only thing he is ready to provide is the minimum wages.

Ms. Bibyani, Aditi and Shreya pointed out that the provisions for accidental benefits and pensions should be included in the functions of the State Board as the Delhi Government is planning to remove the pension. Ms. Chinmayee also emphasized on the importance of pension for Domestic Workers who spend their life working for Domestic Work. Dr. Sophy suggested that there can be a contributory pension besides the government pension scheme, which was agreed after there were seen issues with Mr. Dev's suggestion of deduction of fixed amount by the Board for granting pension. It was agreed by everyone that these social security provisions will also act as a lucrative for the Domestic Workers to be registered with the Board.

2. DW Union Registration in Delhi: -

The issue was presented by Chinmayee Ji followed by the discussion amongst all the members present from different unions. It was discovered that there are a total of four trade unions that have been registered in Delhi and none for Domestic Workers registered in Delhi. Suman Ji and Chinmayee Ji complained of the file not being forwarded to the upper management with respect to registration. Anita Ji and Shubash Ji brought attention on how their Trade Unions registration was being rejected

Additional Agreements:

1. It was suggested by Dev and agreed by everyone that there can be a minimal collection of funds by the registered Trade Union which can be given in the form of

pension to the domestic workers who cannot continue working due to health issues or take retirement due to old age.

2. It was suggested by Dr. Sophy and everyone agreed that there could be prepared a template (like checkbox) for registration of the Trade Unions that can be used by everyone to follow the legal procedure of registration.
3. She further suggested that there could be a 15-days' notice to be included as an aspect of social security for Domestic Workers.

3. Strategy to deal with Wage Theft Matters of DWs

The issue was presented by Akanksha Yadav along with laying down the legal remedies available under the current legal regime. It was agreed by everyone that there exists no specific protection under any labour law as domestic workers are kept outside the ambit of primary labour legislations and have not been notified by most of the States under the Minimum Wages Act. The presentation was concluded by suggesting that there could be contracts created for protecting domestic workers from workplace issues including wage theft.

Additional Agreements

1. It was suggested by Dr. Roopa Madhav that RWAs can be asked to include the agreements along with police verification of domestic workers.
2. There can be templates of contracts surpassed as guidelines by Labour Officers and this could be shared with the domestic workers with whom the present union members are working and surpassed as guidelines by Labour Officers.
3. It was also suggested that the Domestic Workers can have Sewa ID cards too as Domestic Workers Recognition, there can be a concept of attendance card to deal with the wage theft.
4. Lastly, it was suggested that collective bargaining gain be opted for dealing with wage theft.

Concluding Remarks

The concluding remarks was given by Suman Ji, by summarizing the discussion and key outcomes of the meeting, which are as follows:

- Working on registration of Domestic Workers Union is needed;
- Pension and other social security mechanism is needed;
- Approaching MPs and MLA is essential in moving forward the movement;
- Work on the lacking's of Bill;
- Wage theft needs more redressal in the law;
- Contract in some format is desirable;
- Collectivization is important.

Final Agreements :

The following three agreements were reached onto conclusion after the discussion:

1. Simplification of the Bill- The language of the bill has to be toned down so that it can be made easier for the comprehension of laymen. The bill has to be translated into Hindi for being circulated amongst the domestic workers and their organizations.

2. Registration- A model template for registration to be formulated which can be supplied to different Domestic Workers Organisations or Trade Unions as a checklist.
3. Employment Agreement- A model template of employment agreement to be designed that can be circulated amongst service providers, RWAs, domestic workers working with present unions. This model template can be issued as guidelines by Labour Commissioners

3) Workshop on Prevention of Sexual Harassment (PoSH) Act,

Participated in the Workshop on POSH Act on **on 9th December 2023 from 10.30am to 4:00pm, being held at Indian Social Institute (Conference Hall, Room 301, third floor), New Delhi organised by JAGORI.**

Nirmana Staff with 10 Domestic Workers of Nirmala Niketan were interacted with "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013" on the theme

ChatGPT said:

काम की जगह पर यौन उत्पीड़न: कैसे हो रोकथाम?

Sexual Harassment at Workplace: How Can It Be Prevented?

2023 marks 10 years since the enactment of POSH. Yet, we are seeing that Local Committees (LCs) remain inaccessible to informal sector women workers. Therefore, the purpose of this workshop would be to create awareness about the POSH Act 2013 and the provision of LCs.

The Workshop was divided in 3 sessions: -

1. What is POSH Act and why enacted.
2. How to identify unsafe behaviour and make complaints.
3. Panel discussion on experiences with Local Committee.

What is POSH Act and Why posh act was enacted?

The POSH Act is a legislation enacted by the Government of India in 2013 to address the issue of sexual harassment faced by women in the workplace. The Act aims to create a safe and conducive work environment for women and provide protection against sexual harassment.

Why posh act was enacted?

The enactment of the Prevention of Sexual Harassment (POSH) Act, officially known as the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, in India in 2013 was a crucial legislative step driven by several compelling reasons and societal imperatives.

- **Protecting Women's Rights:** One of the fundamental reasons behind the enactment of the POSH Act was the need to safeguard and protect the rights of women in the workplace. Historically, women had been vulnerable to various forms of harassment, and sexual harassment was a pervasive issue that affected their dignity and ability to work in a safe environment. Recognizing this, the government aimed to provide legal recourse for women facing such situations.
- **International Commitments:** India is a signatory to international conventions and treaties that emphasize gender equality and women's rights.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which India ratified in 1993, requires member states to take measures to prevent sexual harassment of women at the workplace. Enacting the POSH Act was a step towards fulfilling these international obligations.

- **Legal Void:** Prior to the enactment of the POSH Act, there was no comprehensive legislation in India that specifically addressed workplace sexual harassment. This legal void made it challenging for victims to seek redressal and created a sense of impunity among perpetrators. The act was introduced to fill this gap and provide a dedicated legal framework for addressing sexual harassment.
- **Changing Societal Norms:** Over the years, societal norms and attitudes towards gender equality evolved. There was a growing recognition of the importance of addressing sexual harassment and promoting a more inclusive and respectful workplace culture. The POSH Act reflected these changing societal norms and expectations.
- **Promoting Gender Equality:** Gender equality is not only a fundamental human right but also essential for social and economic development. The POSH Act was enacted to promote gender equality by fostering a work environment that is free from discrimination and harassment. It aimed to create a level playing field where women could participate in the workforce on an equal footing with men.
- **Empowering Women:** The POSH Act empowers women by providing them with a formal mechanism to report incidents of sexual harassment. It encourages women to speak up and seek justice, thereby contributing to a cultural shift in the workplace. Empowering women to assert their rights is a critical aspect of the act's objectives.
- **Accountability of Employers:** The act places a significant responsibility on employers to create and maintain a safe working environment for their employees. Employers are required to take proactive measures to prevent sexual harassment and promptly address complaints. This accountability ensures that organizations are actively involved in preventing and addressing workplace harassment.
- **Awareness and Sensitization:** The POSH Act emphasizes the importance of sensitizing employees and employers about sexual harassment issues through training programs and awareness campaigns. By raising awareness and educating stakeholders, it seeks to create a culture of respect and understanding in the workplace.
- **Economic Participation:** Encouraging more women to join and stay in the workforce is vital for economic growth and development. The POSH Act, by ensuring safer workplaces, contributes to this goal by making women feel more secure and confident in their professional pursuits.

2) How to identify unsafe behaviour and make complaints

Anyone can be the victim of sexual harassment regardless of gender, position, sexual orientation, or relationship in the workplace.

There are many forms of sexual harassment, including unwanted sexual advances, inappropriate touching, and in some cases, sexual assault. The term sexual harassment also covers offensive conduct about a person's sex, including sex discrimination.

While petty annoyances, unintentional sexual comments, or isolated incidents aren't technically considered as harassment, repetitive behaviour and ones that create a hostile environment are.

It's hard to detect sexual harassment in the workplace since the standard of what's classified as harassment may vary from person to person. Teasing comments can quickly escalate into harassment that makes an individual uncomfortable and creates a hostile work environment.

The victims of sexual harassment will also need to collect evidence that can be judged as harassment by a reasonable person.

The 2 Types of Sexual Harassment in the Workplace

"Something for something"

Something for something is a type of Sexual Harassment that refers to the action of exchanging sexual favours for something, which can either be a benefit (like a promotion) or prevention of a detriment (not getting fired).

Something for something, sexual harassment is typically done by people in a position of power to a subordinate in the workplace, such as between a supervisor and a junior employee. The exchange in favour doesn't have to be explicit either, it can be implied or suggested. Some examples of Something for something include:

- Threatening to terminate an opportunity or job if the victim declines sexual advances.
- Keeping a promotion or pay raise at bay until the victim agrees to sexual acts.
- Asking for sexual favours exchange for a promotion, hiring, or other opportunities.
- Pressuring an employee to accept unwelcome sexual advances.

Hostile Work Environment

This type of sexual harassment in the workplace includes any instance of harassment that creates a hostile work environment in the workplace. The victim doesn't have to be the one directly being harassed; this means one can be a victim of a hostile work environment if the sexual harassment incident doesn't directly involve someone.

Likewise, the perpetrator can be anyone, including supervisors, managers, co-workers, employer and even clients.

Sexual harassment that can lead to hostile work environments includes sending indecent pictures, unwanted touching, as well as unsolicited jokes, lewd gestures, and comments of a sexual nature. Further examples of sexual harassment ending with hostile work environment claims may include:

- Sexual jokes, or offensive comments that are sexual, crude, or graphic in nature.
- Sending images, texts, emails, or memos with sexual innuendo.
- Unwelcome physical conduct of a sexual nature, such as touching, groping, hugging, or rubbing.

How to do Complaint?

Address the harasser

Unless the harasser is a supervisor or manager, it's recommended that the harassed try addressing the harasser before filing a complaint if the sexual harassment seems accidental or unwitting. Addressing the harasser makes sure that they know their behaviour is making someone uncomfortable. Addressing the harasser also serves as a warning, as they might not realize that what they're doing is an act of sexual harassment.

However, in the case that the sexual harassment incident has crossed a serious boundary or addressing the harasser didn't do anything, the complaint needs to be swiftly reported to the Local Committee and action must be taken.

Document or collect any evidence

A collection of evidence is needed to prove that sexual harassment has taken place in your work environment. Physical evidence may include emails, text messages, or hand-written letters or notes. Fortunately, employees don't have to do this process alone; HR and a lawyer can help identify and locate the evidence needed to prove harassment claims.

The evidence documented may include specific times and dates, the people involved and witnesses, any details about the situation, as well as how it affects you, your work performance, and your well-being.

Proving that the incident affected your mental state can also help with sexual harassment claims. It's important to document or write down any reaction to the unwanted behavior in question, as well as how it makes you feel, even outside of the workplace.

The Other Initiatives Related to Women's Safety.

- One Stop Centre Scheme
- UJJAWALA: A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
- SWADHAR Greh (A Scheme for Women in Difficult Circumstances) & Nari Shakti Puruskar

III) Panel discussion on experiences with Local Committee:

The panel discussion had according to experiences of attendees Leader of Trade Union / NGO with Local Committee and finding ways to facilitate better access to redress for informal women workers facing sexual harassment at the workplace. Ms. Explained about the Local Complaints Committee and its functional.

The Domestic Workers women working in the unorganized sector can file a complaint with Local Complaints Committee or Police if they face sexual harassment at work.

The POSH Act is very comprehensive and has ensured that every women employee is covered. The Local Complaints Committee is formed to ensure protection against sexual harassment for women employees working in organizations that have less than 10 employees.

Local Complaints Committee (LCC) is a body formulated according to the Section 6 of the POSH Act. The section states that the District Officer must form the Local

Complaints Committee for the respective district. LCC will receive and redress complaints of sexual harassment from:

1. Employees of organizations that do not have an Internal Committee because it has less than ten employees.
2. Women working in unorganized sector like housekeeping staff and
3. Employees from organization with more than ten employees if the complaint is against the employer him/herself.

The District Officer will appoint a nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area. If a woman working in unorganized sector or in an organization that has less than 10 employees faces sexual harassment, she can send six copies of the complaint along with evidence and details of witness to the nodal officer. The nodal officer must forward the complaint to the LCC within seven days

All attendees Leaders of Trade unions and NGO are agreed to

Train all employees

Mandatory sexual harassment awareness training is critical to making sure everyone is on the same page on what's considered as sexual harassment. This will be extended within the communities where they work.

Some instances of sexual harassment can be subjective, and some of the employees may not even realize that the actions they do make people uncomfortable or can be considered as harassment. Annual training can help to remind the employees that certain behaviours are not okay and what to do instead.

Traditional harassment training has the potential to make harassers more likely to blame the victim. That's why a comprehensive training program is needed to give the employees all the information they need about sexual harassment. The same article found that training supervisors and by standers are more effective than traditional mandatory training.

Take Swift Actions Against All Acts of Harassment

Reacting swiftly when you receive a report about harassment proves that a organization takes allegations seriously. Conduct a thorough and immediate investigation into the allegation, and take the appropriate action afterward.

This builds a culture of zero-tolerance against sexual harassment, deters intentional harassers, prevents accidental harassment, and encourages victims and witnesses to come forward.

A swift reaction convinces other victims that they can trust the policies in your company, making it more likely for them to come forward and prevent sexual harassment as much as possible.

Skill Enhancement Trainings supported by Caritas India

Trade 1 : Basic Computer Course

Duration: 3 Months (90 Hrs.)

Beneficiaries : 30 Students

Basic Computer Course started from 8th May 2023 at JJ Colony, Bawana, Delhi -110042. The beneficiary 30 nos. children are from Bawana resettlement colony and belongs to socially marginalized community of Unorganized sector workers. The Basic course covers the primary computer education such as :



- **Introduction of Computer:** History of Computer, Invention, Development, Characteristics, Objectives, Hardware Introduction, System Components, Software Introductions. **(05 Hrs.)**
 - **Operating System:** Windows, Basic Application of Software, System Software, Virus and Antivirus, Files & Folder Maintaining, Data Transfer, Software Installation/Un-Installation. **(02 hrs.)**
 - **MS Word:** Introduction, Objectives, Word Processing, Menu Bar, Save & Save as, Page Setup, Document Creation, Opening & Closing Documents, Cut-Copy-Paste, Text Formatting, Paragraph, Bullets, Numbering, Changing Cases, Work with Table, Table Formatting, Delete/Insert of Rows & Columns, Border & Shading, Calculation in Table.
 - **Printing:** Page Setup, Page Layout, Print **(30 hrs.)**
 - **MS Excel:** Introduction of MS Excel, Objectives, Addressing of Cells, Inserting & Deleting Rows & Columns, Saving & Protecting Workbook, Printing Spreadsheets, Text Formatting, Numbers, Conditional Formatting, Custom Numbers, Formula, Simple & Logical Calculations, Charts. **(35 hrs.)**
 - **MS PowerPoint:** Introduction, Objectives, Using Slides, Creating Presentation, Insert & Delete Slide, Insert Word Table & Excel Workbook, Clipart, Shapes, Animation, Effects, Themes, Adding Pictures, Movie Clip & Audio, Slideshow, Printing Slides & Handouts, PowerPoint Show. **(10 hrs.)**
 - **Interpersonal Skills:** Communication Skills, Interview Skills, Dressing Sense, Color Combination, Presentation Skills. **(03 hrs.)**
 - **Internet:** Introduction of Internet, Objectives, Browsers, Search Engines, Importance of Internet, Searching, Downloading, Uploading, Printing, E-Mailing (Account Creation on Different Websites, Sending & Receiving Mails, Attachments, Online Shopping, Social Networking (Voice Chat, Text Chat & Conferencing) **(5 hrs.)**
- The Training is being conducted in the Computer Lab of Global Social Welfare Association (GSWA) at A Block, Bawana, Delhi. Trainer Mr. Akhilesh is teaching students batch wise for getting better acquisition of study pattern. We have provided stationery items like Note Books, Pen, Pencils etc. to the students.

Students are very obliged to have this opportunity to get training program which is the Caritas India providing. They are excited and hoping the bright future after acquiring computer knowledge.

Trade 2 : Stitching Course

Duration : 3 Months

Beneficiaries : 30 Students

Venue : Haiderpur, Delhi

The Stitching Training is being conducted at Haiderpur resettlement colony of migrant's workers from 8th May 2023 and running very successfully by trainer Ms. Pushpa. Venue and Machinery facilities using from Nirmala Niketan on paid basis.



The Stitching training module is as hereunder:

Basic Cutting and Tailoring Course Syllabus

Kurta, Salwar with belt, Six Panel Petticoat, A-line Cut frock, Umbrella Frock, Collar Blouse, Plain Blouse, Night Gown Set, Children's Bengali Kurta, Jump Suit Toddlers Frock, Shorts & Shirt, Baba Suit

Student are excited to have this course and hoping to start their own tailoring shops. We have provided them some training material to all 30 beneficiaries. As the stitching work is the necessity of all household women are very thankful to equip with stitching skill.

Trade 3 : General Duty Assistant Course

Duration: 02 Months

Beneficiaries: 30 Students

Venue: Haiderpur, Delhi



The General Duty Assistant (GDA)

Course started from 19th June 2023 at Haiderpur, Delhi and the beneficiaries are Migrant's workers and their children's who are economically weaker. Training is being provided by experienced Dr. Charanjit Singh and his Assistant – Male Nurse – Apollo Clinic Pitampura.

The Course Module (Syllabus) are as per **“Participant Handbook”** of

Healthcare Sector Skill Council, Skill India under Ministry of Skill Development & Entrepreneurship. The Contents of study are as hereunder:

- Introduction to the Program – Objectives of the Program, introduction to the Healthcare Industry, Different Department in a Hospital, Tools and Equipment.
- Broad Functions of a General Duty Assistant (GDA) – Job Role of a General Duty Assistant, Compassion and Patient Centricity.
- Introduction to Human Body – Structure & Function
- Personnel Hygiene and Professional Behaviour
- Bio Medical Waste Management
- Emergency Medical Response
- Body Mechanics
- Positioning / Transferring/ Mobility of Patients
- Consent, Documentation & Records
- Observing and Reporting
- Patient's Rights & Environment
- Patient's Rights & Environment
- Patient Basic Care and Needs
- Elimination
- Bed Making
- Fall Prevention
- Mortuary Management
- Special Procedures
- Role of GDA in Sanitation, Safety and First-Aid
- Infection Control and Prevention
- Institutional Emergencies, Fire Safety and Security
- Emergence in Healthcare and Response to Patient Call
- It Skills
- Soft Skills and Communication Skills
- Employability & Entrepreneurship Skill

The overall training program are designed for the students to acquire Behavioural, professional and technical skills as Healthcare Assistants.

We have provided "Participant Handbook ", Stationery Items and Nursing Coat to all 30 Students.

Trade 4 : Plumber Training

Duration: 15 Days

Beneficiaries: 30 Students

Venue: Dwarka, Delhi

Program for Construction Workers specially women construction worker for their skill development and men construction workers for Certifying their training so that they can apply and work in the Govt. Building Projects. As mostly migrants' construction workers did not get work in Big Govt projects as a Plumber because they did not have Certificate as Trained Plumber. This is a very common deficiency of Migrants worker that they did not have Educational Qualification Certificate because lack of proper Education / Training by an Institution.



The Training was provided by Mr. Karan Singh a Qualified Trainer from Recognized institute name Guru Nanak Dev Skill Development and Entrepreneurship Institute Sector - 11 Rohini, Delhi. Coming year, we will conduct exam session for them and provide them Certificate as Trained.

Trade 5 : Painting Training

Duration: 15 Days

Beneficiaries: 37 Students

Venue: Haiderpur, Delhi

Painting Training conducted for 15 days there were 37 Women Construction Workers participated from 13th September to 27th September 2023. Training was provided at Haiderpur training centre by trainer Mr. Deepak from Agra UP.

Training Started with Introduction and Definition of Paint:

All Participants introduced themselves as construction workers and came from Haiderpur, Mangolpur, Rohini, Mukundpur and Shahbad Dairy. Trainer Mr. Deepak explained the definition of paint is a mixture of a pigment and a suitable liquid to form a closed adherent coating when spread on a surface in the thin coat.

Lesson about Safety Tools and Materials:

1. Safety Helmet
 2. Eye glasses
 3. Mask
 4. Reflector jacket
 5. Hand gloves
 6. Safety shoes
 7. Ear plugs
- **Step ladders and extension ladders** – to help you reach elevated areas.
 - **Paint scraper** – to remove loose or peeling paint from wood, plaster, and other surfaces.
 - **Triangular-load scraper** – to remove paint in small or tight areas.
 - **Steel wool** – to remove corrosion from metal surfaces.
 - **Bristle brush** – to clear loose material from masonry.
 - **Wire brush** – to remove efflorescence and loose material from masonry, or to remove loose, flaking paint.
 - **Putty knife** – to scrape away loose paint, or to apply filler
 - **Broad putty knife** – to fill in and smooth patching compounds in plaster and wallboard.
 - **Glazing compound** – to replace cracked, broken, or missing panes of glass.
 - **Spackling paste** – to fill nail holes and small imperfections in walls.
 - **Long-handled brush** – to clean large exterior surfaces .
 - **Scrub brush** – to remove mildew and dirt.
 - **Sandpaper (various grits)** – to smooth and feather previously painted surfaces, or to roughen glossy surfaces so paint will adhere better.
 - **Sanding block** – to hold sandpaper and help you sand surfaces to an even finish.
 - **Caulking gun** – to apply caulk to cracks in walls, gaps, and seams in woodwork, and the junction of different surfaces (e.g., wood siding and stone).
 - **Tubes of caulk** – same as above (note that all-acrylic and siliconized acrylic caulks are paintable; silicone caulk is not).
 - **Masking tape** – to protect window panes and trim from paint.

- **Paint guide** – to protect carpets and walls when painting baseboards and other trim
- **Roller tray and grid** – to load rollers with paint.
- **Brush comb** – to clean paint brushes.
- **Paint pail** – to mix paint and carry it to the worksite.
- **Drop cloths** – to protect furniture, floors, and shrubbery from paint.



Trade 6 : Brick Making Training

Duration of Course : 10 Days

Beneficiaries : 30 Students

Venue : Bawana

Date : 10.09.2023 to 20.09.2023

Brick making training conducted at H Block, Bawana JJ Colony, Near Sarva Dham Mandir, Delhi by Mr. Naveen Dahiya. There was 30 participants from F, G, H & L Blocks of JJ Colony. They learnt how to make bricks from the waste material manually and also brick making techniques in the exposure visit at near about factory of brick making. These bricks can be used to make flooring and wall also.



Trade – 7: HOUSEKEEPING – DOMESTIC WORKERS

Duration of Course: 5 DAYS No.

Participants: 35 Nos.

Date: 22.11.2023 to 26.11.2023

Venue: H. No.487, Gali No.3 Haiderpur Delhi

Trainer: Ms. Sushma

Nirmana conducted Housekeeping Training for Migrant Domestic Workers Under Caritas India “ Skill Enhancement of Migrants” on 22nd November to 26th



November 2023 for 5 Days by Ms. Sushma a Certified trainer for housekeeping training at Haiderpur, where 35 Domestic Workers were participated. Training was for full day i.e. 6-8 Hours so we have provided Lunch and Tea / Snacks to the participants.

Trade 8 : MASON Training – CONSTRUCTION WORKERS

Duration of Course: 10 DAYS No.

Participants: 30 Nos.

Date: 20.11.2023 to 29.11.2023

Venue: Shop No.1, Opp. Hukam Chand Prop., Nand Vihar, Sec 16 Dwarka, Delhi.

Trainer: Mr. Saved Khan



Introduction of Mason Work and explanation of tools & materials to be used; Mason work, or masonry, is a construction trade that entails building structures out of component parts made of various materials, such as brick or stone. Practitioners of masonry, known as masons, are manual labourers who lay these components together and usually bind them with a substance such as mortar, a paste made with a mixture of cement, lime, sand and water that hardens when dried. Masonry involves skilled labour, as most forms of mason work involve laying individual

components in precise arrangements and are thus resistant to mechanisation.

Help Desk Organised at Labour Chowk

One help desk Nirmana have established in the year 2023. Through this various Help Desk organised at Dwarka & MCD Colony Badli, Wazirpur, Sector 3, Rohini and Anand Vihar Railway Station. Nirmana have helped 287 migrants to get Id card and registration for social welfare schemes. Referred 52 participants to Health Check-up Camp at Dwarka.

Abha Card made for the Migrants to provide benefits of the ABHA Card are “Easy to get health check-up at centralized hospital and keep digital health records, better care coordination, accessibility in all over India.



Worked with Tea Garden Workers supported by British Asian Trust (BAT)

Rakhlai Sablai (Nagpuria for 'Keep Safe') –Delivery of Social Security from BOCW Board and Safe Migration and Social Security for tea garden workers moving to Delhi for Domestic Work.

The Project objectives are to ensure timely delivery of BOCW Board benefits to Workers from Alipurdaur Darjeeling and Jalpaiguri districts of West Bengal, include safe migration, training and placement through cooperative model. The project will also enable Nirmana to continue its efforts to provide social security and labour welfare provisions to Construction Workers and Domestic Workers through Comprehensive State and Central Legislations.

The activities are done according to project objectives in the period of October 2023 to December 2023 as hereunder :

Objective I: Ensure proper and timely delivery of the benefits from West Bengal BOCW Board to the registered beneficiaries in the project area.

- To achieve this objective, we have visited Chalsa office on 13th to 17th October 2023 and conducted an interview among the shortlisted Candidate. After interview process Ms. Sujata Kharia was selected as Field Coordinator to execute the activities in the West Bengal.
- During the visit to Chalsa we have visited West Bengal's Partner organizations Dooars Jagran at Bannarhat and to their 3 fields. Also visited to CINI at Siliguri and discussed about registration process of construction workers in the West Bengal BOCW Board.
- On 1st November Ms. Sujata has appointed and she has started activities as hereunder:

Have visited Mataili Block development office on 9th Nov '23 with the purpose to meet with labour officer to get information regarding functional status of BOCW (Building and Other Construction Workers) Board at Mataili block level. There the Labour Department known as ' Labour welfare Facilitation Centre' Mataili block.

Then have visited with gram Panchayat (Matali Batabari 1 GP) Pradhan Mrs Dipa Mijar, she is elected for next five years. Discussed on Migration related concerns, she shared that this west Bengal government has launch a scheme for migrant's workers.

Where in the initial phase they were collecting biodata of migrant workers. She doesn't have much knowledge regarding the benefits and facilities for the workers in the BOCW Board. She assured us that she will support us in our work in further needs.

Apart from these information, Ms. Sujata have collected few officers name those who are currently working on Labour Department at Jalpaiguri district as hereunder 1) Shri Shuvrojeet

Sarkar -

1. The Asst. Labour Commissioner of the District
2. Shri Rinku Halder - The Inspector
3. Shri Avinab - The Asst. Labour Comissionner of Sub Divisional - Contact No. 9735149234
4. Shri Bivash Mondal - The Labour welfare Facilitation Centre block officer - Twice in a week he is available at block level.

Non Formal Education for Children of Construction Workers

We are providing Non Formal education to the **35 Children of Migrants 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 - Started since June 2023 at Haiderpur Delhi for Migrants Workers

Provided shelter, food, medical assistance and job placement to 25 Migrants out of 68 migrants. 43 migrants who are staying, where returned to the Native place or migrated anywhere else.

Nirmanana had planned to make awareness in Source station to know about our shelter home by visiting school, panchayat and networking meetings. Help Desk at Railway Stations at Delhi. As the Jharkhand minner girl are being more vulnerable while migrating.

Legal Help Awareness Session conducted



The Legal Awareness Session conduct by Nirmana team for Domestic and Construction Workers under DIP of "Training and Sensitization of migrant Domestic and Construction Workers on Safety and Security. The Session was executed by team of Lawyers of our Associates "The Lawyer's Alliance" And we discussed about Rights of Building and other Construction Labour in details as:

- Who are Building and Other Construction Labour - Typically it refers to a someone who performs a variety of general construction tasks during all phases of a construction project? There are also those who specialize in certain areas, such as:

- Tearing down buildings
- Removing Hazardous materials
- Building highways and roads
- Digging tunnels and mine shafts
- Laying concrete or asphalt
- Rights of Building and Other Construction Workers –
- Rights of Wages
- Working Conditions
- Safety of Labour and Health
- Duty of Employers
- We have also discussed about issues of Domestic Workers such as :
- Unpaid Salary
- Job loss
- Working Hours
- Leave
- Discriminations
- And Sexual Harassment
- Delhi Women Commission No. 181,011-23379181
- Delhi Legal Assistance No. 1516
- POSH DCC - 23386982, dcnd@nic.in
- MSF – Mental Assistance Contact No.18001021075
- Women Help line – Shakti Shalini – 011-24373737 & 24342437 - Talika – 011-40848858 - (Talika App) on google play store. Use in case of any Domestic Violence.

We have noted some issues of Domestic Workers and Construction Workers and going to provide them legal assistance to get resolved.

CASE STUDIES

Name Sanika (Name Change) D/o K. Singh migrated from Simdega Jharkhand came Delhi before 15 years and worked as domestic workers at Karol Bagh for 2.6 Years. After then she went back to her native village and stayed there for several years and worked as daily wages labourer / agricultural work. She again came and stayed at Shelter home Jangpura. The shelter home authorities helped her and made ID document such as Adhar Card, Pan Card etc. Which she had snatched by her one of Employer Mrs. K. Seth W/o Mr. Seth R/s Vikas Puri, Delhi.

While living in village she faced domestic violence by her husband, husband's sister-in-law and mother-in-law. Her husband committed suicide by consuming poison in front of her. Her mother-in law thrown out from the house, "saying that what will you do here if my son is no more now" therefore she decided to come Delhi to save her life leaving her one Daughter and one Son with her brother. Last November 2023 she came to Delhi and stayed at Shelter home near Bangla Saheb Gurudwara, she told us that she had very bad time due to she had

been treated very cruelty by their local persons. Somehow, she stacked between drug abductor and criminals. They had bitten her very badly and sexually abused.

Sanika came to shelter home with Field Coordinator to seek shelter and medical treatment because of she was seems very afraid to be happing of physical & mental torcher. We have provided her homely atmosphere with another Jharkhand's Domestic Workers. Now till the time I talked she became normal and able to talk about her past life and what she faced during staying at shelter home. We are trying to get her documents back and make some ID proof such as Voter ID, Adhar Card and Pan Card to place her in Job.

RESCUE = DOMESTIC WORKER

RESCUE = DOMESTIC WORKER

Name Kanthi (Name Change), age 28 years, migrated from Tea Garden, District Jalpaigudi, West Bengal.

Agent bring her to Delhi and handed over to a Placement Agency. Placement Agency placed her at Ashok Vihar Employer's house on November 2022 on 11th month contract for the monthly Salary of Rs.7000/- per month. When the agreed term has completed on October 2023, she asked the employer and placement agent that she wanted to go back to her native place but

both Employer and placement agent are refused to relieve her. After passing more 3 months she managed to contact her brother at Jalpaigudi and asked to help her to come out from her employer's house. Her brother approached to an NGO seeking help to rescue her sister and gave all details, also made complaint at Malbazar Police station against the local agent. The NGO forwarded the request and Kanthi's details to us.

After receiving request from his brother through local NGO, on 28th Jan we promptly visited at Ashok Vihar police station and asked their intervention on this. And after 2 days we succeed to rescue her from employer's house. Kanthi told us that she was in very painful situation as her hand got burned due to using chemical and hot water to clean house and utensils. Her Employer used to fire on her little mistakes by the taunting her as belongs to poor family. Kanthi also told us that as she was facing domestic violence by her husband and financial crunch, so she was decided to migrate for earn Money. The employer has not given her monthly salary and after 6 months on June 23 she got 5 months' salary but whole salary taken forcefully from her by the placement agent saying that he will send money to her family. Till the time we rescued the agent hadn't send her 5 months' salary. At the time of rescue her employer paid her rest of 7 months' Salary a sum of Rs.63,000/-. We have visited placement bureau at Tamoor Nagar, New Friends Colony and after one hour argument and request the placement agent paid two cheques for the amount of Rs.13000/- and Rs.14000/- after deducting expenses and commission for placement.

Identity and Entitlements :

Nirman provided assistance in Linkage with Government Welfare Schemes to the Domestic Workers and have done linked with various schemes. And helped to get identity card to needy domestic workers such as : -

Activities	Outputs and achievements
BOCW Identity Card	687
Widow Pension	30
Ladli Scheme	35
Voter ID Card	15
Adhar Card	20
Eshram Card	300
Ration Card	15
Pan Card	10
Domicile Certificate	1
Abha Card	30
Birth Certificate	18

GOVERNING BOARD

#	Name	Profession	Designation*
1.	Smt.Sujata Madhok	Social Work	Working President cum Vice President
2.	Om Prakash Rajput	Others	Gen Secretary
3.	Umesh Joshi	Others	Tresurrer
4.	Puja Pal	Others	Secretary
5.	Subhash Bhatnagar	Social Work	Chief Functionary & Project Director
6.	Smt.Shivani Bhardwaj	Social Work	Member
7.	Dr.Ritu Priya	Others	Member
8.	Smt.Kavita Kumari	Others	Member
9.	Sudhi Bhatnagar	Social Work	Member
10.	Prof. K. J. Sophy	Pvt. Sec Service	Member

NIRMANA STAFF

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

Thank You
