

# Annual Report

**2021**

## **NIRMANA**

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

URL : [www.nirmana.org](http://www.nirmana.org)

e-mail : [mail@nirmana.org](mailto:mail@nirmana.org)

## Table of Contents

| #  | Topic  | From | To |
|----|--|------|----|
| 1. | From the Chief Functionary's Desk              |      |    |
| 2. | Background                                     |      |    |
| 3. | Our Vision, Mission and Values                 |      |    |
| 4. | Geographical Reach                             |      |    |
| 5. | Focus Areas                                    |      |    |
| 6. | Important Activities                           |      |    |
|    | • Advocacy Activities for Construction Workers |      |    |
|    | • Community Outreach Activities at Delhi       |      |    |
|    | • Dignified Livelihoods                        |      |    |
|    | • Miscellaneous Activities                     |      |    |
| 7  | Governing Body                                 |      |    |
| 8  | NIRMANA Staff                                  |      |    |



## FROM THE CHIEF FUNCTIONARY'S DESK

Change in the labour legislation is a challenging factors for all the unorganised sectors.

Now Workers need to understand their contribution themselves, need to transfer the knowledge among themselves as well as from each to other.

A strong people organisation need to stand together to address their own problems, need to prepare strategy for their alternate livelihood and need to address the immediate need in the time of disaster like covid pandemic.



The women unorganised workers suffered a lots in the time of covid-panademic. It was so difficult situation for the women unorganised sector workers to manage their family without their daily wage/job loss and address the financial crisis.

Now need to empower the women unorganised sector workers with proper skilling towards ulternate livelihood and also upgrade their skill, need to linkage them with the different scheme of State govt and Central govt,, need to work them to take their decisions from home to working place.

Promote the concept of cooperative society through small SHG group for the alternate livelihood of women informal sector workers.

(Subhash Bhatnagar)  
Chief Functionary

## BACKGROUND

NIRMANA (*pronounced nirmaan (निर्माण) meaning 'to build' or 'construction'*) is a non-profit organisation working for the rights of India's poor, working and unorganised labour force for the last three decades. NIRMANA was set up in 1987 to be the voice of powerless, unorganised sector workers and bring them together on a common platform to demand their rights. NIRMANA envisions an inclusive India where unorganised sector workers are empowered to achieve social security and dignified livelihoods. NIRMANA is among the few economic justice organisations in India that addresses the entire continuum of 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 2020-21, Nirmana put its all the 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.

## 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 and Jharkhand  |
| 3. | Advocacy for the enactment of Comprehensive Legislation for the 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

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

### **National Campaigns.**

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

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

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

### **Dignified Livelihoods**

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

## IMPORTANT ACTIVITIES

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

### **Round-Table meeting of NPDW with Members of Parliament**



The Roundtable consultation for domestic workers was planned by the National Platform for Domestic Workers on August 4, 2021. The consultation was preceded by a small public meeting at Jantar Mantar, Delhi where we saw participation of domestic worker members from the Delhi platform. The consultation saw participation of 12 Members of Parliament, who were mainly from the state of Kerala. The MPs who participated showed support to the demands of the domestic workers and seconded the demand for the National Legislation for Domestic Workers.

### **State-Meeting of Domestic Workers, Odisha**

A State-level meeting was organised by NIRMANA on 8th December, 2021 at Keshari Hotel, Bhubaneswar. The specific objectives of the consultation were to seek a resolution in the State Assembly for the enactment of Central Legislation.

The consultation was attended by over 40 participants that included representatives from Odisha Assembly, state labour department and reps of various organisations working for the cause of domestic workers.

In the meeting the Domestic workers' representatives also shared their specific problems during the COVID 19 –Pandemic, and also shared that since they continuously engaging in the campaign, meeting and the state delegation and giving their demands to the State got, still today neither the State Govt or Govt of India are not taking any initiatives for the Domestic workers.

Many Domestic workers also shared that now in the state the domestic workers have a scope for the registration in the e-shram portal but there is not as such guideline for any benefit under e-shram registration and many people are also taking Rs.500/- 1000 for e-shram registration.

In the Meeting the reps of Odisha Assembly also promised to take the Domestic Workers issues in the coming session.

## Meeting with Labour Minister

The representatives of the NPDW (National Platform of Domestic Workers, a platform of DW working together in national level for demanding for the enactment of a separate comprehensive Legislation for Domestic Workers) met with Shri B.Yadav, Labour Minister, Govt of India on 6th August,2021.

NIRMANA always took a lead role for the advocacy process in national level and State level for this work. The meeting was meant to brief about the work of NPDW



and issues of Domestic Workers as well as for the enactment of a separate legislation for the Domestic Workers.

In the Meeting the honourable Union labour Minister received the legislation copy from the delegation and he told that they are going to launch a National level portal for the registration of Unorganized Sector Workers including Migrants Workers and in priority he personally interested to work on this issue.

## **Community Outreach Activities at Delhi**

**Distributed Food Relief Kits to more than 1200 workers family to address the immediate livelihood problem in 12 community of NIRMANA.**



## **Community Meeting**



During the year, NIRMANA organized monthly meeting with construction workers and domestic workers to build-up awareness among them about the rights and entitlements, procedure and eligibility to apply in any govt schemes, importance of collectivization.

In the monthly meeting, NIRMANA also discussed the common problems of the community and guided them how they collectively resolve the problems. This year NIRMANA organized more than 100 meeting with the construction Workers and Domestic Workers in eight communities of North-West, South West, North, North-east and East District of Delhi.

## **Facilitation of the registration process in the Construction worker's sites and Labour Chowk**

During this year NIRMANA team extend their work in Labour chowk, construction sites. During the visit of labour chowk and construction sites they could able to understand the real situations of the workers about their work, wage structure.



During this year, the team also engaged with the migrant workers who are working in the construction worker's sites, organized awareness meeting on the registration procedures of the welfare board, about the social security scheme of Welfare board and organized camps to registered migrant workers in the labour chowk and construction worker's sites.

The team covered 25 Construction sites and supported more than 300 migrant workers for registration in the Delhi Building & Other Construction Workers Welfare board.

### **Camps held for the awareness on awareness and entitlement of DW and CW**

During the year, Nirmana organized 12 identity and entitlement camp during 21 Months and more than 820 Domestic Workers and Migrant construction Workers participated in the camp.

The objective of the activities was for connecting the collective members of Construction Workers and Domestic Workers with govt. schemes and other services. The identity and entitlement Camp was majorly organized for generating awareness and availing access towards the available govt. schemes and services for collective members

1. In the camp 820 CWs and DWs visited for access the information regarding the eligibility, procedures and benefits different govt schemes.
2. NIRMANA supported to 626 workers for linkage in different Govt schemes.



### **legal support-**

Nirmanana provided legal support to 117 construction workers through the PIL in High court for the reimbursement of their claims from the Delhi Building & Other Construction Workers Welfare Board. NIRMANA filed the case through the two PIL in 2020 and again files one PIL in 2021 for the reimbursement of Covid compensation and the disbursement of claims from welfare board..

As a result, 600 Construction Workers received the two years covid compensation from the Welfare Board @Rs.10000 in 2020 and Rs.5000 in 2021 and out of 117 cases , 100 workers received old age pension and other benefits under the different schemes of Delhi Building & Other Construction Workers and Other Welfare Board.

### **Establish three workers Resource centre**

Four Workers resource center has been established in North-West district of Delhi. Domestic workers and Construction workers are regularly visiting these Resource Centers to access information about the government schemes and the field coordinators facilitating the workers to link them in different schemes.

Since the opening of lockdown over 2110 domestic workers and Construction Workers visited WRC to take information on different schemes. The field co- coordinators are also helping the domestic workers and Construction Workers to apply for different schemes through online system in the e-district of Delhi.

### **Rescue and Restoration of Trafficked Domestic workers**

NIRMANA rescued and restored 15 Domestic workers and provided legal support to them. The team supported to restored eight minor domestic workers with the support of CWC after rescued them in their village.

### **Drive to expand membership based of collectives**

During the period NIRMANA enrolled 1857 construction workers and 1100 Domestic Workers as the new members in the Trade Union of Construction Workers and Domestic Workers. During the period the team of NIRMANA identified and visited 33 Construction Workers sites (migrant Workers).

The field coordinators actively engaged in five Construction workers sites and registered 113 migrant workers in the Delhi Building & Other Construction Workers Welfare Board and enrolled them in the union. In the COVID-

Pandemic -2021 all the migrants workers received the covid relief @Rs5000/- from the Board.Now there is one remedial class(12 construction workers children) is running in the construction workers sites of Sector-20,Rohini .In the sites NIRMANA is working with the construction workers.

### **Monthly meeting to spread awareness and discuss issues.**

NIRMANA organized monthly meeting with the union members who have enrolled as new members and also organized meeting with the old members. In total the staff have organized 197

monthly meetings(Construction Workers and Domestic Workers) to spread awareness among them and discussed prevailing issues of the community . Till now NIRMANA team has reached directly more than 3153 workers

and through the meeting the team spread awareness on the as following:-

1. Importance of union and its membership.
2. About COVID-19 and its prevention.
3. Provision of Govt schemes and procedure of apply.
4. Schemes of DBOCW Board.

### **Leadership Training of Construction Workers**



NIRMANA organised Leadership Training of the Construction Workers and Domestic Worker at Uday pur leaders on 11-12th August, 2021. In the Training programme community leaders of construction and domestic workers were attended. Training was focused on few major points such as:- What is the meaning of leadership, what are the leadership qualities , How the leaders always think to work for “Us “ not for “ME”.

The two days training was facilitated by Ms. Shivani Bhardaj and Mr.Devender Upadhyay .

### **Leadership Training of Domestic Workers**

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.

## Conclave of Domestic workers



The Domestic Workers Conclave was held on 18<sup>th</sup> Dec 2021 at 9:30AM to 2:30 PM. in the Conference Hall, Ravi Das Mandir, Near Haiderpur Badli Mor Metro Station, New Delhi-110088 on the Occasion of International Migrants Day. More than four hundred Domestic workers from different communities of

North-West and South West attended.

In the Programme the representatives of the NPDWs and other reps of organisations were participated who are working with the cause of Domestic Workers since three decades.

In the Programme, Mr. Thakur , MCD Counsellor was attended the programme .

The objective of the programme was to build-up their understanding on people organisation, how they can understand their issues and learn to speak their problem in their voice,

“They need to understand the dignity and value of their work, as a workers the govt should include in the schedule of minimum wage, as a workers they have the rights for the weekly off, medical leave, accidental benefit and other social security .

In the programme, domestic workers leaders also gave their testimonials on wage, weekly off, sexual harassment etc.

## 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. To our surprise, 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.



## **B: Dignified Livelihoods**

In 2021, Nirmana was fully engaged for the alternate livelihood for unorganised sector workers, particularly for the skill-upgradation and alternate livelihood for the domestic workers. The specific objectives were

- 1) To upgrade skill sets of domestic workers' by improving their employability.
- 2) To organize domestic workers' self-help groups for imparting financial literacy and building linkages with banks.
- 3) To facilitate domestic workers to have better housing and living condition.
- 4) To provide appropriate training to domestic workers for creating alternative livelihood opportunities.
- 5) Skill training to suit changing requirements in location of residence and age structure of domestic workers' community.

### **Community Mobilization Activities: Street Play & Leaflet Distribution**

Nirmana has organized street plays at Bawana, Dwarka, Haiderpur and Pitam Pura on the issues of domestic workers, importance of build-up unity among them and how skilling is an important aspect for their dignified livelihood. Also cover the ACUIY's contribution for DW rights.

### **Housekeeping skill training**

To upgrade skill sets of domestic workers for improving their employability, Nirmana organized Housekeeping training in three parts at Bawana, Dwarka, and Rohini (Participants of Haiderpur & Pitampura AU block) area in which we covered 61 domestic workers. Dated 29-30 July 2021, 17-18 Aug 2021, 19-20 Aug 2021. We tie up with the TAG Assessor guild PVT Ltd. for the assessment TAG has certified with Domestic worker's sector skill counselling. Out of 61 DW, 47 have gotten increment on the salary after the training.

### **Hospital care Taker / Patient Attendant /Nursing: (General Duty Assistant)**

To avoid the potential migration in Domestic work and optional livelihood to the Domestic workers. Nirmana organized General Duty Assistant by the qualified trainer. Certified by the Agam Skill Pvt. Ltd. Dates of the course: 21.10.21 to 21.12.21 Also organized the interview for the job by Care Vale Home Health Solutions on 10.12.21. It was attended by the 47 and out of 47, 29 were selected.

### **Life skill Session:**

Target: 102 /100 Time of the session: As per availability of Domestic Worker Location: Bawana, Dwarka, AU Block Pitam Pura, GP Block Pitam Pura, Haiderpur Bastis, Soniya Vihar, Rohini sector 20 and 27

Objectives: To facilitate domestic workers to have better housing and living condition. Condition of the Domestic Worker: As we know that still there is no any law for the Domestic Workers. So

they are working without social security and minimum wages. Need of the Life Skill Session: life skill sessions are those desirable skills necessary for the active participation in daily life routine of the life.

Life skill session focused on the subjective needs with in a group of domestic workers. These sessions helped to peer support and created cohesiveness.

### **Formation of Farmer Producer Company**

During this year NIRMANA organized a workshop for enhancing the working of its Farmer Producing Company (FPC). Training was imparted on the following topics / activities of 17 different Producer Group:

- Nirmana Adivasi Farmer Producer Company (निर्माण आदिवासी किसान उत्पादक कंपनी ) training and documentation norms to maintain MCA compliance for proper management of accounting and regulatory norms such as :-
  - Training for BOD (Board of Directors) regarding Activity, Operation Process and financial management of FPC.
  - Establishments different Rule and Regulations (R&R) within company to better operations as per FPC act.
  - Ensuring BOD monthly meeting for monitoring and business planning.
- Share money collection through producer groups @ Rs.500.00 per member. As of now, total share money has been collected and deposited in Nirmana Adivasi Farmer Producer Company account.
- Sharing the action plan to complete pending activities like Exposure Visit, Training on NTFP Collectivization, Processing & Marketing Activity and local level field visit, training activity and other community-related exposure visit program.
- Liaisoning with Nabard/ JSLPS of Jharkhand government for convergence and other infrastructure like processing unit & marketing of Tamarind & support for value addition activity.

## Village Level Training



During this year, NIRMANA organized the following village-level trainings:-

- Two village level Training program on 12<sup>th</sup> January 2021 at Rajhawan Kondra Panchayat, and a second village level training was organized at Bertoli Samudayik Bhavan on 05<sup>th</sup> March 2021. Comprehensive village level training session for Lac beneficiaries of three village panchayats helped in understanding scientific lac cultivation and sharing information regarding project deliverables in their respective community to ensure proper implementation of project.
- Mr. Manoranjan Kumar, Technical Support Professional was the resource person. He focused on following topics:-
  - Inoculation of Kusmi (Jetwi) crop and its management.
  - Pruning of host for future inoculation.
  - Collection procedure in producer group.
  - Significance of Register, maintain/book keeping and discussion on business planning.
  - Scientific collection and marketing techniques of Lac, Tamarind/ chironjee and other minor forest produce.
  - Regarding factors which decide procurement and selling rates / supply chain management / Storage.
  - Tips on collection and marketing of various forests produce.
- In addition, other training programs were taken by Master Trainer at the village level instead of cluster level to include estimation training and data collection which was undertaken which helped in planning for January Cycle/ Production Data.

## Local Field Visits

Two local Exposure Visits were organised on 12<sup>th</sup> January 2021 and 19<sup>th</sup> January 2021. The main

aim of the local exposure visits was enabling cross-learning on scientific lac cultivation and sharing amongst producer groups through such visits.

On 12 January 2021, the FAs, CRPs and office bearers of the Farmer Producer Groups of Pibo and Jarjatta panchayats had come to Khutitoli and Sidhatoli (Kondra) to monitor the status of lac and also for the exposure visit on lac in the village. Key points discussed during the visit were as follows: -

- To meet the farmers of the village and share their experience regarding the Lac cultivation.
- The members, who have come for the visit, invited the villagers and farmers of Kojang, Duhultoli (Jarjatta) to their village (Kondra) to monitor the lac status on 19.01.2021.
- A small meeting was conducted between the PG members and farmers of both the villages.
- Sports and cultural program were also organized in this visit.

On 19 January 2021, a second field visit was organized. Major motive for the visit was to monitor the status of lac in the village. The visit was organized at Kondra panchayat and FAs, CRPs and office bearers of the Farmer Producer Company who had come from Kojang, Duhultoli (Jarjatta) village to monitor the status of lac in Bambalkera, Sembertoli, Salakaya and Bagabotha village. Key points discussed during the visit were as follows: -

- To meet the farmers of the village and discuss and monitor the status of lac.
- Cross learning about producer group and FPC regarding future Planning.
- During the visit, members from Bertoli, Parkikona, Kojang, Bambalkera, Sembertoli, Salakaya and Bagabota discussed about environmental factors and way of living and current situation of society.

### **Visits to Fairs (Kisan Mela)**

A visit by beneficiaries was organized to Indian Institute of Natural Resins and Gums (IINRG) campus at Namkum to participate in the 'Kisan' Mela (organized by IINRG and Kisan Vikas Kendra (KVK), Ranchi on 11 February 2021. A total 19 persons (15 beneficiaries and two block coordinators & 2 Office Staff) joined this visit to see different stalls related to non-timber forest produce, value-added products, uses of Lac, Tamarind, Chironjee, information about new agricultural technology machinery and tools etc as well as see museum and plantation. Some of the key learnings of Kisan Mela were as follows:

- Participation in different open sessions / workshops to clear their doubts related to beneficiaries day to day agricultural problems & knowledge of advance agricultural practices.
- Know about scientific Lac production, best practices as well as agro-forestry model of vegetables & Ber plantation.
- Benefits of utilization of different machine and tools in agricultural practices, value addition prospects, new business ideas etc.
- Beneficiaries get knowledge about different livelihood based related activities, which helped to enhance their livelihood income.

- Practical knowledge regarding Semialata plantation and Lac cultivation on it.

### **Exposure Visit**



NIRMANA undertook a Exposure visit Rural Service Center (RSC), Kalamati at Khunti and Banaburu FPC, Bundu on 6<sup>th</sup> March, 2021. 12 beneficiaries and 2 block co-ordinators saw scientific Lac production practices as well as agro-forestry model with 4 acre vegetables and 8 acre of Ber plantation. Key learnings for participants of this exposure visit were as follows:

- Benefits of scientific Lac cultivation practices.
- Getting knowledge about Crop alteration benefits kusum to Ber and Ber to kusum.
- Practical knowledge regarding Semialata plantation and Lac cultivation on it.
- Witnessing Lac processing unit at RSC Kalamati Khunti.
- At Banaburu FPC our Farmers got Knowledge about how FPC was running successfully and how it do different business activities.

### **Leadership Training Program**

Nirmana organized Leadership Training Program on 24<sup>th</sup> March, 2020 at Kondra Panchyat Bhavan, Kondra. The program was attended by the farmers of Pibo, Jarjatta and Kondra Panchyat. 23 beneficiaries attended the programme. The main purpose was to encourage the idea of promoting sustainable livelihood in migration prone area through NTFP cultivation. The farmer beneficiaries who attended were the members of the Producer groups and the Board members of the Farmer Producer company. Leadership training programme started with the introduction of the participants. Awareness was raised as to how the behaviour of a leader and his relation to the community is and how one can better understand them as a part of a community through an activity. The main agenda was to equip farmers for leadership of producer groups to make it self-sustainable. Emphasis was laid to encourage the idea of promoting sustainable livelihood in migration prone area through NTFP cultivation.



## Training-of-Trainers (ToT)



A comprehensive Training of Trainers (ToT) was organised to give Lac and NTFP producer groups & staff with the background knowledge, skills and practical experience to provide training and technical assistance on Lac and NTFP to communities. The first phase of TOT was organized from 20<sup>th</sup> Sep- 22<sup>th</sup> Sep, 2021 at Kondra Panchayat Bhawan as a residential training program on the scientific process of Lac production. Managed by **Amperage learning & Production Private Limited**. The master trainer & Resource Person for this training was Mr. D.K. Singh Ex. Technical Officer IINRG Namkum Ranchi was Mr. D.K.Singh (Retd. Technical Officer (IINRG)). Total of 20 Participants {20 Female (14 ST, 6 OBC)} participated in the programme. These farmers belonged from Kondra, Jarjatta and Pibo Panchayats. Important aspects of lac production included were as follows: -

- Portioning of host trees.
- Pruning of trees and pruning considerations
- Control measures of enemy insects.
- Infestation of host trees.
- Removal of used broodlac (phunki)
- Spraying of insecticides & pesticides
- Crop harvesting
- Lac cultivation on Semialata

The second phase of TOT was organized on 23<sup>th</sup> Sep- 24<sup>th</sup> Sep, 2021 at Kondra Panchayat Bhawan. Mr. Manoranjan Upadhyaya was the resource person. He focused on the scientific collection and marketing techniques of Tamarind and various other forests produce like Mahua, Karonj, Sakua etc. Hence, the five-day training was split in two parts in order to overcome the problem of Covid pandemic. Training materials (4 Books + Note Pad + File + Pen) was issued to all participants and a Certificate of Training was awarded after completion. Training included both theoretical and practical training. A stipend amount of Rs 750/--was also distributed to each of the 20 registered participants for the 5-day training.

### **Leadership Training Program**

NIRMANA organized Leadership Training Program on 30<sup>th</sup> September 2021 at the Kondra Panchayat Bhawan, Kondra. The program was attended by the farmers of Pibo, Jarjatta and Kondra panchayat. A total of 20 beneficiaries attended the program. The farmer beneficiaries who attended were the members of the Producer groups and the Board members of the Farmer Producer company. The Program started with the introduction of the participants present and it was demonstrated as to how one can better present themselves in front of others through the mode of an activity. Training was also imparted on leadership traits and his relation to the community and how one can better understand themselves as a part of a community through an activity.

One of the activities pertained to identifying the community problems along with their reasons and discussions were made to solve them on the community level. Brain Storming Session on main problems raised by the Participants was:

- Conservation of forest and water.
- Water resource management through different water shade structures and water resource bodies
- Awareness about rural politics and Rural Agri- business supply chain
- Consumption of alcoholic substances and its consequences.
- No electricity supply for days.
- Health issues
- Promoting education
- Poor condition of roads

We also tried to encourage the idea of promoting sustainable livelihood in migration prone area through NTFP cultivation.

## Village Level Trainings



NIRMANA had organized two training sessions in this quarter (July-September) for Lac beneficiaries of three village panchayats (Kondra, Pibo & Jarjatta) for scientific lac cultivation and sharing information regarding project deliverables in their respective community to ensure proper implementation of project.

The first village-level Training program was organized on 5<sup>th</sup> August 2021 at Jarjatta , second on 15<sup>th</sup> September at Jamgain, Lasra and a third on 26<sup>th</sup> September 2021 at Babelkhera primary school, Kondra on the topic Scientific Lac cultivation at, Raidih Block. About 30 villagers both male and female from 8 villages have participated. Mr Balajee Mishra State coordinator was the resource person. Scientific cultivation for current crop & Rangeeni Lac and planning for inoculation of Baisakhi Cycle was explained.

- Motivating for avoiding ARI cutting securing the broodlac harvesting and timely pruning the host trees for better yield and income.
- He focused on the scientific collection and marketing techniques of Tamarind and other forest produce such as tamarind, chironjee, mahua etc.
- He also focused on selling the produce at the best rate.
- Discussed Market dynamics and working pattern of Farmer Producer Organization and its significance on their income generation.



## Miscellaneous Activities

:

### **SURVEY ON COVID'19 VACCINATION TRENDS AMONGST MARGINALISED IN DELHI (22nd to 24<sup>th</sup> May,2021**

During the year NIRMANA organized survey on .The Study was conducted to assess the level of vaccination penetration amongst the marginalised (daily wage workers including building workers, domestic workers etc.) in

Delhi, i.e., the segment which is largely on the wrong side of the digital divide. The objective of this study was to present the findings before the Hon'ble Courts and policymakers in order to provide credible basis to take action based on the survey findings, to ensure that remedial measures are immediately taken for just and fair distribution of vaccines.

#### **Awareness campaign among the workers.**

During 2021, NIRMANA team focus fully engaged with the Domestic Workers , Construction Workers and migrant workers . rganised awareness campaign among the workers to sensitise them about the COVID , distributed medicines and other important health equipment's among the workers and organised health camp with the collaboration with govt hospitals.



**GOVERNING BOARD**

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

\*as on 31 Dec 2021

**NIRMANA STAFF**

| #   | Name              | Designation*            | Location  | Date of Joining | Full-Time / Part-Time |
|-----|-------------------|-------------------------|-----------|-----------------|-----------------------|
| 1.  | Subhash Bhatnagar | Chief Functionary       | Delhi     |                 | Full-time (F)         |
| 2.  | Richard Sundharam | Director Operations     | Delhi     |                 | F                     |
| 3.  | Saroj Das         | Fund raise coordinator  | Delhi     |                 | M                     |
| 4.  | Chinmayee Samal   | Manager Advocacy        | Delhi     |                 | F                     |
| 5.  | Preeti Upadhyay   | Manager Finance         | Delhi     |                 | F                     |
| 6.  | Balaji Mishra     | State Coordinator       | Jharkhand |                 | M                     |
| 7.  | Sunita Sharma     | Project Coordinator     | Delhi     |                 | F                     |
| 8.  | Yoginder Singh    | Project Coordinator     | Delhi     |                 | M                     |
| 9.  | Anita Lakra       | Project-Coordinator     | Delhi     |                 | F                     |
| 10. | Madhuri           | Field -Coordinator      | Delhi     |                 | F                     |
| 11. | Bibiyani Minj     | Field -Coordinator      | Delhi     |                 | F                     |
| 12. | Suman Gupta       | Field -Coordinator      | Delhi     |                 | F                     |
| 13. | Nisha Singh       | Field -Coordinator      | Delhi     |                 | F                     |
| 14. | Akhilesh          | Documentation Assistant | Delhi     |                 | M                     |
| 15. | Sailesh           | Office Assistant        | Delhi     |                 | M                     |

|     |                |   |           |  |                  |
|-----|----------------|---|-----------|--|------------------|
| 16. | Nilima         | Field Coordinator                             | Delhi     |  | F                |
| 17. | Clara          | Field Coordinator                             | Delhi     |  | F                |
| 18. | Pardeep Masih  | Community Mobiliser                           | Delhi     |  | M                |
| 19. | Prem Chand     | Office Assistant                              | Delhi     |  | M                |
| 20. | Adriyana Kujur | Caretaker & Placement<br>i/c, Nirmala Niketan | Delhi     |  | F                |
| 21. | Anup NC Oraon  | Community Mobiliser                           | Jharkhand |  | M                |
| 22. | Amir Jalal     | Community Mobiliser                           | Jharkhand |  | F                |
| 23. | Lalu Kachaap   | Driver  | Jharkhand |  | F                |
| 24. | Pushpa         | Part-time Stitching<br>Teacher                | Delhi     |  | Part-time<br>(P) |
| 25. | Sapna          | Teacher- Adult Literacy                       | Delhi     |  | Part-time<br>(P) |
| 26. | Jyoty          | Teacher - Adult Literacy                      | Delhi     |  | Part-time<br>(P) |
| 27. | Shalini        | Teacher- Child Education                      | Delhi     |  | Part-time<br>(P) |

\* as on 31 Dec 2021