

Annual Report of Nirmana 2013

www.nirmana.org

**Nirmana- C-484, millennium apartment,
SECTOR 18, ROHINI, DELHI -110085**

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About Us

Nirmana was constituted in 1988 by the core team of the National Campaign Committee for Construction Labour (NCC-CL) to mobilize resources for logistic support to the National Campaign of Construction Workers. Nirmana is a society registered under the Societies Registration Act. It has a Governing Body of fifteen members. The Chief Functionary is a link between the Society and Social Campaign and Welfare work supported by it. Nirmana was given registration under FCRA in 1997.

Mission

“To facilitate a social movement across the country led by the unorganized sector workers towards the proper implementation of the Construction Workers Act, 1996 and to bring into effect a comprehensive central legislation that ensures social security for all the Unorganized Sector Workers”

Vision

“We envisage the kind of Governance which ensures and implements the Fundamental Rights and Social Security measures for all the Unorganized Sector Workers in the Country”

Our Approach –

- Organizing and advocacy
- Livelihood support
- Skill building, vocational training, and education
- Advocacy with State Govt. and Central Govt.
- Networking with NGOs.

Where we work

We work in three states for the implementation of MNREGA and RSBY etc (UP,MP and Chhattisgarh)and alternate livelihood for the Returnees tribal girls (in Jharkhand) who have been working as domestic work in Metro Cities and implementation of the Building & Construction Workers Acts,1996 in 35 States & Union Territories of India.

Our Funding Partners:

- Mission Convergence, Govt of Delhi
- Oak Foundation
- PACS
- NACO
- CRY

Our Project:

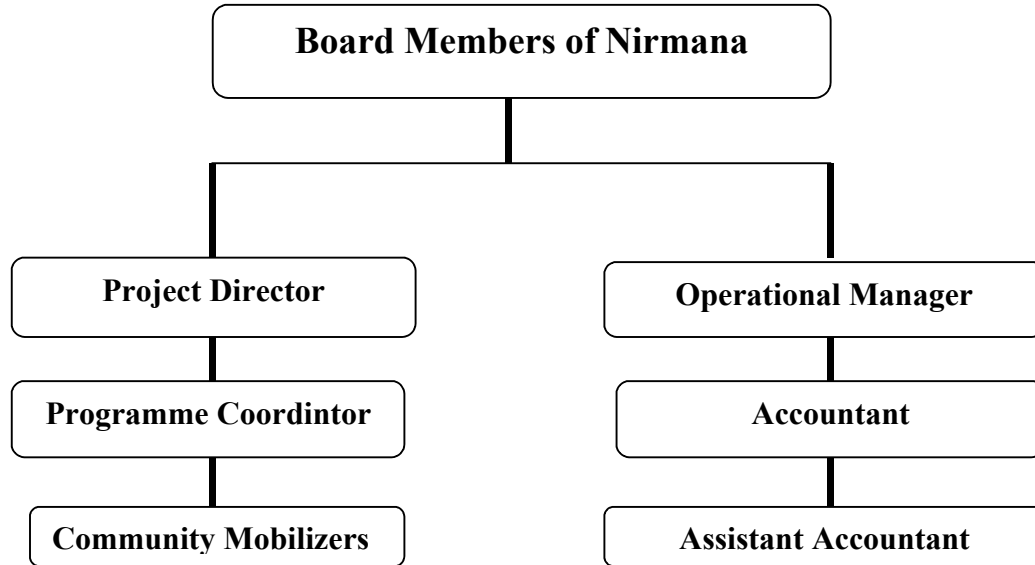
- Gender Resource Centre,
- Extension Centre of Gender Resource Centre,
- Permanent and Temporary Shelter Home for Homeless Citizen,
- Oak Foundation, PACS, CRY, Homeless Resource Center, District Resource Centre, DSACS

List of Board Members				
Sr No	Name	Sex	Position Held	Occupation
1	Shri R Venkatramani	M	President	Sr Advocate Supreme Court of india
	Shankra No. 1, Savita Vihar			
	Near Yojana Vihar, Vikas Marg New Delhi -110092			
2	Ms Sujata Madhok	F	Vice President	Journalist
	4/3, Shanti Niketan			
	New Delhi -110021			
3	Prof K P M Sundharam (Retired)	M	General Secretary	Retired Professor & Author
	A-9, Welcome Apartments,			
	Plot No -32, Sec -9, Rohini New Delhi -110085			
4	Shri O.P.Rajput	M	Secretary	Retired from DCM as Dy Manager,Admn
	C-439 Millennium Apartment Sector 18, Rohini,			
	New Delhi -110085			
5	Shri Devendra Upadhyaya	M	Treasurer	Social Worker
	D-18, Ground Floor, Suncity, Sector -54,			
	Gurgaon -122002			
6	Shri Subhash Bhatnagar	M	Chief Functionary & Project Director	Researcher & Social Worker
	B-19, Subhavna Niketan,Pitampura,			
	New Delhi -110034			
7	Shri Philip Jadav	M	Member	Social Worker
	Flat No. C-503, Sanghamitra Appt.			
	Plot No. -20, Sector-4, Dwarka New Delhi -110075			
8	Ms Shivani Bhardwaj	F	Member	Gender and Child Rights Specialist
	E-9, Anand Lok,Mayur Vihar Phase -I			
	New Delhi -110091			
9	Shri Rahul Bhatnagar	M	Member	International Trade, Textile & Computer Expert
	112, Chitra Vihar, Vikas Marg			
	New Delhi -110092			
10	Ms Sudhi Bhatnagar	F	Member	Social Worker
	Village - Jhiri, Post – Banskhedhi			
	Via - Manoharthana, Jhalawad, Rajasthan -326037			

List of Board Members

Sr No	Name	Sex	Position Held	Occupation
11	Ms Jayashree	F	Member	Media Activist
	101, Dennison Apptt.			
	12, Hall Road, Richard Tower			
	Bangalore -56005			
12	Ms Satyamitra Garg	F	Member	Advocate
	107, Indira Vihar			
	Near Kingsway Camp			
	New Delhi -110009			
13	Dr. Ritu Priya	F	Member	Researcher (Medical), JNU
	Astha Kutir, 197, Old Gupta Cly.			
	New Delhi -110005			
14	Ms Vijayalaxmi	F	Member	Social Worker
	14A/13, W.E.A. Karol Bagh			
	New Delhi -110032			
15	Ms Kavita	F	Member	Asst. Manager
	B-531 Jahangir Puri			
	New Delhi – 110033			
16	Grace Mary Sukanya	F	Member	Student
	B-19, Subhavna Niketan, Pitampura,			
	New Delhi -110034			
17	Ms Chris Mary Kurian	F	Member	Researcher
	Puthenmanayil House, VI/ 998 A, Judgemukku			
	Thrikkakara, Ernakulam- 682021			

Organizational Structure



The Year in Review: Some Highlight

Nirmana has completed 25 years of its registration on 7th November, 2013. It was organised by the core team of NCC-CL to provide logistic Support to the National campaign of Construction Workers which resulted in the enactment of two legislations for Construction Workers in 1996.

Various projects taken by Nirmana with the support of UUHIP and Bread for the World helped in ensuring the participation of Construction Workers in the National Campaign which in turn ensured the enactment of 1996 Acts.

In the second decade of work, the nature of Nirmana Projects changed substantially as per the changed requirement of seeking the proper implementation of the 1996 Acts.

In the second decade Nirmana also started organising Tribal girls of Jharkhand working in Delhi as Full-Time Domestic Workers.

Late in the second decade Nirmana supported the preparation of a case that was filed as a PIL in the Supreme court to push for the implementation of the 1996 Acts.

Nirmana also started working with Mission Convergence in 2009 with the objective of involving all the project partners of MC in registering construction Workers with the Delhi Building & Other Construction Workers Welfare Board.

Since 2012 Nirmana has started working with tribal girls both in their native places and destination areas, for their safe return and rehabilitation after working in Metro cities as Domestic Workers. The Oak-Foundation agreed to provide three years support for this work. Already ten tribal girls and one physically challenged tribal boy have been given intensive weaving training on Handloom by the Adarsh Hathkartgha Kendra.

We had planned to organize three cooperative Societies under this project. After exploring the legalities we realized that managing a tribal cooperative Society is a complicated matter. As Nirmana as a non-profit we have been advised to set up a sister organisation to be called “Nirmana for Livelihood” which will share its financial returns with the tribal Girls.

Under our project we are to establish a weaving shed at Jharkhand for which we need a Piece of land. To use the land of tribal owner, with the new society Nirmana for Livelihood being one of the partners. We are placing these points on the Agenda of the General Body meeting of Nirmana.

Besides the above new project the PACS project of Nirmana is continuing in three States. The three projects of Mission convergence are also continuing –DRC-NW,GRC and GRC-extension. But we have faced a lot of interference by the project Management Unit of Mission convergence in the implementation of DRC project. We will have to reconsider the continuing of the DRC project in the background of this interference.

2013 was an important year for Nirmana. With the support of our donors, partners, volunteers and other stakeholders, we were able to achieve significant success in the year of 2013.significant success.

Key highlights of the year:

- Community Awareness Programme for enrolment of both Part- time and full-time Domestic Workers in the RSBY Programme of the Government of India.
- Consolidation of National Platform of Domestic Workers
- Advocacy with Parliament Members
- National Rally of Domestic Workers and Petition to Parliament
- National Meeting of Domestic Workers
- National Meeting of Construction Workers
- Handloom training of Returnee Domestic workers
- Set-up of Handloom in Jharkhand
- Collaboration with Azad Foundation for driver training

NCC-CL & Campaign of Construction Workers

In 2013 the UPA-II government had filed the Amendment Bill in the two Acts in the Rajya Sabha proposing above mentioned fundamental changes in Sec. 2 (1) j ‘**establishment**’, Sec. 12 (1), Sec. 18.1 A and Sec 24 (3). Given no real experience of implementation, these proposed amendments have no rationale at all. In view of this background, NCC-CL had requested to the Standing Committee on Labour & Employment for reconsider the proposal of any amendments.

NCC-CL had filed a critique of the amendments proposed by the UPA Government before the Standing Committee of the Ministry of Labour and Employment which had given it and other trade unions a personal hearing where **Bharatiya Mazdoor Sangh** representatives also submitted their objections as a result of which the **amendments were rejected in March, 2014.**

NCC-CL pressurizing the States/UTs government through an ‘contempt Petition’ against all the Chief Secretaries ,Labour Secretaries and Chief Inspectors which led to several major steps towards expediting the implementation of the 1996 Acts all over the Country. The enclosed table give the post 2013 status of the implementation of the 1996 Acts in different States/UTs.

Actual				
Registration (in Lacs)	Cess collected (in Crore)	Disbursement (in Crore)	Number of Beneficiaries	
0.09	37.7	15.3	-	
0.21	206	0.35	0.1	
0.07	11	0.70	0.02	
0.01	4	0.06	0.01	
0.40	52.71	-	0.04	
Actual				
Registration (in Lacs)	Cess collected (in Crore)	Disbursement (in Crore)	Number of Beneficiaries	
0.26	2.55	14.5	0.09	
1.39	92.38	11.86	0.94	
9.24	467.98	48.54	1.90	
4.25	190	74	2.82	
1.43	347.19	0.7	-	
Actual				
Registration (in Lacs)	Cess collected (in Crore)	Disbursement (in Crore)	Number of Beneficiaries	
15.43	140	97	-	
0.38	46.61	13.37	-	

Nirmala Niketan & Campaign of Domestic Workers

Nirmala Niketan will be one of our principal partners in this Organisation. Nirmala Niketan was formed as a group in 1998 by tribal girls of Jharkhand working as full-time, in-house domestic workers in Delhi. Since “domestic work” was not an acceptable vocation to be registered as a co-operative society it became part of “Apna Nirman Mazdoor Co-operative Society Ltd”, a registered cooperative society of Construction Workers, and an active partner of the National Campaign Committee for Unorganised Sector Workers (NCC-USW). NIRMANA has been supporting the institutional activities of Nirmala Niketan since its inception. The founders of Nirmala Niketan were well aware that working conditions in domestic work were inhuman. The organization began placement activities to understand the system of recruitment and to explore viable solutions to humanize “domestic work” and make it “decent work” because lakh of families back home depended on the earnings of these migrant domestic workers. We are hopeful that post the adoption of the International Labour Organization (ILO) Convention in June, 2011

Efforts at organizing domestic workers have to start by first recognizing of domestic workers as workers and then by advocating and demanding decent working conditions, including specified

working hours, leave, paid holidays, protection against harassment, social security and access to benefits and regulation of recruitment and placement agencies for all domestic workers.

The National Commission for Women had constituted a sub-committee to draft the proposal of a comprehensive legislation for domestic workers in view of the special peculiarities of domestic work. The proposed draft was approved by a National Consultation involving representatives from over 15 states. During last year a National Platform for Domestic Workers has been constituted once again to start the campaign for the enactment of a comprehensive central legislation. After reaching a common understanding on “non-negotiable” aspects, a petition has been prepared for the Petition Committees of the Lok Sabha and the Rajya Sabha, the two Houses of Parliament in India. NIRMANA is playing an active role in this campaign along with almost all organizations of domestic workers across all Indian States and Union Territories. A signature campaign has been started on this petition among domestic workers, employers and other supporters of the cause of domestic workers which will be submitted through the Prime Minister of India, Honorable Speaker of Parliament and Members of Parliament to the Petition Committees by the end of July,2013.

Programme and Achievement of the year

Oak Foundation Project

Domestic Work with Dignity-Advocacy and Model Livelihood Programme

Goal of the Project

The project has three ultimate goals: To provide social security to domestic workers through a comprehensive central legislation through the provision of tripartite boards at state and Union territory levels, to rehabilitate tribal girls who want to give-up domestic work by training them in alternate occupations at source areas or at destination areas, to facilitate healthy or safe route to migration by tribal girls who at present are being traffic checked for domestic worker.

The coverage in 2013: **Gumla, Jharkhand and Networking with 16 States of India.**

First Ultimate Goal

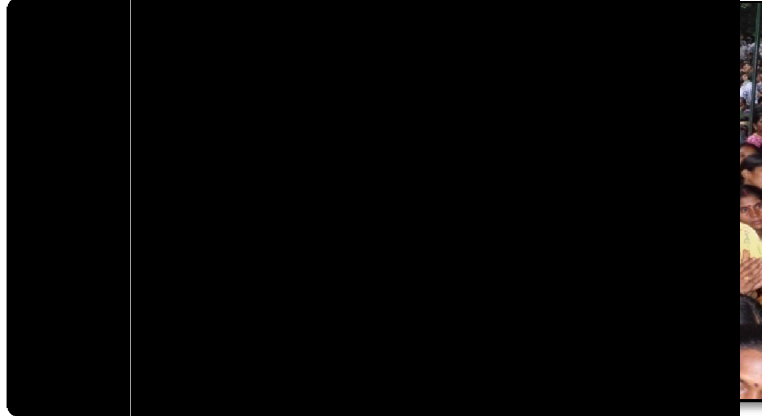
Advocacy for the enactment and implementation of comprehensive social security legislation for domestic workers based on the model of tripartite boards in every state with its branches in every district and city

Key Activities undertaken to reach the first ultimate Goal

- A NirmalaNiketan team, along with National Law University students visited churches and placement agencies to know the working conditions and minimum wages of Domestic Workers.
- A National Meeting of Domestic Workers was organized by Nirmana on November, 2012 at Tiwari Bhawan, Delhi.

- On 14th and 15th Feb. 2013 the National Platform of Domestic Workers organized a two-day national meeting at Hyderabad
- On 5th April, 2013 a networking meeting was organized at the Indian Social Institute. Twenty two persons participated in this meeting. Including representatives of two Central Trade Unions, two registered trade unions, five NGOs and one ILO staffer. The purpose of the meeting was consolidation of the note to prepare the Petition to the Petitions Committee of Parliament.
- **Signature Campaign:** The team was engaged in a Signature Campaign to make Part time Domestic Workers aware of the petition to Parliament and the demands therein. The campaign was conducted in communities/ slums/ resettlement colonies in Delhi from May to July 2013 and DWs were also motivated and mobilized to join the National rally. The team covered all the communities in North-West Delhi, held community meetings to explain about the petition and collected more than 50,000 signatures of employers, part-time domestic workers and full time domestic workers.
- **Press Conference on 30th July,2013/Media Advocacy**
On 30th July2013 a press conference was organized at the Indian Women's Press Corps premises by the National Platform on the eve of the National Rally of Domestic Workers.
- **National Rally of DWs and Petition to Parliament:** On the 31st July, 2013 there was a huge National Rally of Domestic Workers which was attended by more than 3000 domestic workers from 12 states. All the states had done a massive work of mobilisation and collection of more than 100,000 signatures. Of the Convening Committee only Ms. Mohini Giri was able to be present and address the gathering. Dr. Devaki Jain had fallen sick suddenly and she excused herself. Despite the Parliament not being in session, there was commendable support from parliamentarians such as Mar. Ali Anwar Ansari MP of the JDU from Patna, Mr. Basudeb Bhattacharya MPof the CPI(M), Mr. D Raja, MP of the CPI, Dr. Vijaylakshmi of the CPI, Ms. Annie Raja and Mr. Sanjay Paswan MP.

The memorandum with signatures appended to it was handed over to Mr. Mr. Ansari and Mr. Raja as they had agreed to present it personally in Parliament on the opening day of the coming session. Mr. , being a member of the Standing Committee on Labour, would present them to the Committee. Two representatives also carried the memorandum with signatures to the PM's office and to the Ministry of Labour.



Public meeting of Domestic Workers at Jantar Mantar after the Rally on 31st July, 2013

- On 30th September 2013 a one-day, State level Regional meeting was held in Odisha for lobbying the State Govt for the enactment of State legislation for the healthy route of Migration and to demand the enactment of comprehensive legislation for Domestic Workers.
- **Election Manifesto Demands to all political parties in October 2013:** Nirmana played an active role in the front of National Platform of Domestic Workers fronts for meeting with different political parties during the Vidhan Sabha elections in Delhi to lobby with them for including DWs' demands in their party manifestos.
- Press Statement of Nirmana on front of National Platform of Domestic workers on Vasant Kunj Case.

<http://www.thehindu.com/features/the-yin-thing/the-invisible-workers/article5229435.ece>

Press Statement on Domestic Worker Sangeeta Richards case – link of the coverage

<http://www.thehindu.com/news/cities/Delhi/law-for-protection-of-all-domestic-workers-demanded/article5496702.ece>

- **Follow Up with the Petitions Committee on the DWs Petition submitted on 31st July, 2013:** Nirmana wrote to all Political Parties requesting that they include the demands of Domestic workers in their Election Manifesto for the countrywide Lok Sabha Elections as well as Elections to several state Vidhan Sabhas.
- A National Consultation was held on 16th and 17th December 2013 in which representatives of eight States participated. The following points were discussed:-
 - The outcome of the 31st July, 2013 National Rally of Domestic Workers was reported Follow-up of the Petition given to different officials Involvement of civil society across the nation.
- **January 11, 2014:** Mr. Subhash Bhatnagar and Ms. Ranjana participated in the Eastern India Regional Conference—Reflections on Trafficking and Women Livelihood, held in Gossenner Theological Hall in Ranchi.
- **On 3rd February, 2014:** Nirmana's workers joined a Protest Demonstration at Haryana Bhavan in Delhi to demand fair investigation into the case of suspected rape and murder of a minor 17-year-old Domestic Worker in Gurgaon, Haryana.

Our Involvement with Other Networks and Networking

- From March to June 2013 the team was engaged in Community Mobilization and awareness meetings with Part time Domestic Workers and lobbying along with various organizations, with the Delhi Government (Labor Department) for registration of domestic workers in all 9 districts of Delhi and Enrolment in the Rashtra Swasthya Bima Yojana health insurance scheme. The team succeeded in collecting 4,000 forms of domestic workers attested by RWAs and employers. These forms were submitted to the offices of respective SDMs.
- On 25th June 2013 a day long Dharna was held at the office of the Labour Commissioner Office at Shamnath Marg in Delhi. More than 200 people participated. A delegation of workers organizations met Mr. Rajendra Dhar, Nodal officer (Joint Labour Commissioner, Delhi), RSBY with a Memorandum drafted and signed by participant organizations.
- The team actively participated in the Tempo Rally of Domestic Workers from 6th -11th June, 2013. During the campaign the team distributed IEC materials related to the issues of harassment, wages and health problems and participated in the celebration of Domestic Workers Day at Thyagaraj Stadium on 1^{6th} June 2013.
- On 6th-8th March, 2013 the domestic workers of Nirmana (Nirmala Niketan participated in a Dharna at Jantar Mantar organized by the Pension Parisad or raise the demand of Universal Pension .
- On 7th January 2014, celebrated as Migration Day, Domestic Workers held a dharna at Jantar Mantar to demand a healthy route of migration and social security at work place for all Migrant.

Achievement of First ultimate Goal of the Project

1. The building up of the coalition of over 10 organizations from 16 states completed in the name of National Platform of Domestic Workers.
2. The concession on the proposed contents achieved at the Delhi meeting on 22 and 26 April 2013 and the petition copies were printed and circulated for signature campaign.
3. A national rally was held at Delhi on 31.7.13 and Petition signed by over one lakh domestic workers was submitted to the Petition Committee of Lok Sabha & Rajya Sabha. Almost all organization contributed a part of the expenses of NIRMANA took the remaining expenses and OAK Foundation project
4. All the political parties were approached to include assurance in their electron manifesto to support the enactment of a comprehensive bill to domestic workers.

Key Activities Undertaken To Reach the Second Ultimate Goal

Secondly, to provide long term alternative employment to the in-house/24 hour domestic workers, most of whom are tribal girls and children both in source areas and destination areas.

Activities

- Meeting with Azad Foundation
- Meeting at Gumla with tribal girls (returnees of Nirmala Niketan)
- Identification of the Returnees for handloom weaving training
- On 18th March 2013 a meeting was organized at the Town Hall in Gumla, to share with local people the objectives of the new project supported by the Oak Foundation. The basic aim of the project is to rehabilitate tribal domestic workers who have returned home from the Metros by providing some income generation/livelihood activities.
- Baseline Survey at Jharkhand: The first meeting to begin survey work was held on 07.06.13 at village Nawagarh Patratoli. Mr. Subhash Bhatnagar, Ms. Bibiyani Minz and Anima from Ranchi participated in the meeting. Women and girls from villages Patratoli, Bhandartoli, Dumbartoli and Bhikhampur of Chainpur Block had come. In the meeting a tentative list of villages was finalized with the help of participants. In Jharkhand, Nirmala Niketan has done survey of 300 returnee girls. The process of survey started in the month of May 2013; the survey started in June and ended in September, 2013.

The survey was conducted in four districts namely-

- Gumla
 - Simdega
 - Khunti
 - West Singhbhum.
- Community Meetings from June to July, 2013 at Jharkhand: On 12th June 2013 a meeting was organized at village Patratoli regarding the filling of survey forms.



Community meeting with returnees of Gumla District

- Focus Group Discussion: 26th June, 2013 FGD was organized for village women at Nawagarh Bhandartoli. The purpose of the meeting was to have an open discussion on issues of Domestic Workers and also discuss various points taken from the survey.
- Collaboration with Adarsh Hath Kargha Vastra Utpadak Sahakari Samiti and Handloom Training of 11 DW returnees. After identification of girls and on the basis of community meetings, Nirmala Niketan has identified more than 50 girls interested in Handloom training. In the first phase Nirmala Niketan sent 10 girls and 1 boy for Handloom training to Rajasthan for 3 months from May, 2013 to July, 2013

During the training period the trainees not only worked on the loom but also learnt the process of marketing and technical aspects of the Handloom industry.

- Collaboration with Azad Foundation and enrolment of Rinki Rota (DW) for driving training as alternative occupation. The team of Nirmana had attended few meeting with Azad Foundation to understand the overall process related training and placement of Azad Foundation about driving training.

After understand all the process Nirmana collaborates with Azad Foundation for the training and placement of Domestic Workers in driving training. In May, 2013, according to her interest, 22 years old Rinki Rota joined Driving Training. She completed the six months training successfully, got her driving license and with the support of Azad Foundation she is now working as a woman Driver in Greater Kailash, New Delhi.

Case Study I

I am Rinki Rota. I would like to share the experience of my life that how, with the help of Nirmala Niketan; I have touched the peak of success. No one was aware of my identity before but today people know me as a Successful Lady Driver. Now I am a girl with self-confidence and have a dignity. I have achieved this through the positive support of Nirmala Niketan. The people of this cooperative were welcoming and taught me to fight for myself to sustain in this world.

This is a success story of a girl named Rinki Rota. The story describes about how Rinki has suffered in her life facing lots of difficulties and how then she managed to live under worst conditions.

Six years back she lived in Assam with her parents and younger brothers and sisters. Rinki used to go to the tea garden to work with her parents. Cutting wood from the jungle and selling it was their basic source of income and at times they did not have enough to eat.

At this time her friend Jhingari offered her work in Delhi. Like every young girl, Rinki dreamt of earning enough to wear new clothes and feed her family members through her hard-earned income. She accepted the offer and with her friend, headed towards Delhi, leaving behind her family and memories.

In 2007, Rinki experienced her first train ride and reached with apprehension in her heart. Jhingari took her to a house, told her this was her place of work and left her, never to come back. The lady who owned the house asked her to dust the place and clean the room. Rinki was given all the household chores to do. It was difficult as she had never cooked on a gas stove, being

used to cooking on a wood stove with timber gathered from the jungle. She had never seen a washing machine and was used to going to the riverside with her friends to wash clothes.

She was given two chapattis with a little vegetable, hardly enough to fill her stomach. She was used to a plate full of rice at home. Bed spread. All Rinki could do was to remember her family and shed tears. She was not allowed to contact her family on the telephone. She was ill-treated and getting beatings became a daily routine. She was not paid a single penny.

Fortunately, a girl named “Madhu” who stayed on floor above met Rinki. Madhu was a member of “Nirmala Niketan” and she told Rinki she could find her a better job. The next day when her madam left for work, Madhu ran away to Madhu’s place and went with her to the domestic workers’ cooperative “Nirmala Niketan”.

The moment she entered the place, she could feel the essence of love and care. The environment as well as people were supportive and helped her “feel at home”. She found peace and joy and was able to share what kind of situation and mental stress she had undergone in her three months in Delhi.

Through this cooperative society, she got a job as a domestic worker where her madam was kind at heart unlike the previous one who was rude and dominant. Rinki also got a chance to call up and speak to her family after a long time. She managed to earn Rs.30, 000 over a period of time which was a great help to her family. Regular meetings were held on Sundays in Nirmala Niketan where all the workers gathered and grievances of each were heard and resolved. Not only sorrows but happiness was shared. After a year Rinki was allowed to go for home for a month to spend time with family.

Nirmala Niketan helped Rinki to understand how to work with sincerity. She attended office functions and participated in rallies for domestic workers rights. Rinki showed interest in studies but as regular study was not possible; she got admitted in the open school where she could do her exams by correspondence. She wrote exams for 3rd, 5th and 8th standard.

Unfortunately, one day she got the sad news that her mother is no more. The burden of supporting the family fell on Rinki. Nirmala Niketan was the only supportive pillar in this low situation. One day she learnt at the office that girls who wanted to could apply to train as drivers, as an alternative job.

Rinki applied for the training.. With the encouragement of Nirmala Niketan and its staff, Rinki went to Azad Foundation for training after giving up her domestic work job. She learnt how to travel alone by metro rail to the Foundation office which raised her self-confidence. Along with driving, she learnt English and self-defense too. She went for training for 8 months continuously.

Learning to drive was a dream comes true. Rinki was so happy when she received her Voter Id card and driving license. She happily showed her Id’s to everyone at office. Now it was time to find a job. On the 15th of January 2014 she was sent for an interview through Azad Foundation. She was worried but managed to cross that hurdle too, and was offered a job. Happily she distributed sweets to all. She started work but soon switched to a better job.

Today, Rinki is a successful worker, working as a Driver. She has become one of a handful of women who have broken into this profession, paving the way for others to follow.

Case Study II

This is the story of a young girl who has seen many ups and downs very early in life but never lost the will to prove herself.

This is the story of Rosy Minj, a 30 year old woman living in village Patratoli, in District Gumla, Jharkhand. She was the elder daughter of her family. She has four sisters. Her only brother suddenly passed away only when he was 22 years old.

Rosy studied till class ten and hoped to study further more and stand on her own feet. Unfortunately she got a bad result in 10th exam. She was not willing to re-appear for the exam a second time. She saw that some of her friends were earning well working in Delhi, so she decided to go to Delhi for domestic working the year 2001 she got her first job but was paid only Rs.1000 for 18hours of work. She did not get proper food, had no sleeping place, and was abused by her employer. The employer did not allow her to contact her family. During her 5 years of work she was feeling isolated but accepted her poor working conditions so that she could send money home to her family. In 2006 she returned home and her parents arranged her marriage. But her husband was not earning enough and she was planning to return to find work in Delhi.

Luckily, at this time Rosy was offered the chance to train in weaving by Nirmala Niketan. Along with 10 young women from her village Rosy Minj went to Rajasthan for three months training. Now she is back in her village and works at the hathkargha handloom center. She is earning enough to fulfill her family's needs.

Achievement of second ultimate Goal of the Project

1. 1st batch of ten women and one physically challenged men have completed handloom weaving training and started working at Raidih LAMP office compound in the Nirmala Niketan Handloom Center.
2. One Former Domestic Worker has completed driving training at Azad Foundation and started working as driver, Second batch of ten women and one men have started .
3. Second batch training at Rajasthan and within next three months they will be able to start doing handloom weaving work at Raidih.
4. Housekeeping and Security Guard Training has not yet started due to the non-availability of team of 10 to 20 people at a time.

Key Activities undertaken to reach the third ultimate Goal

Thirdly, to provide healthy and safe route to migration by assuring rights awareness in source areas about domestic work, providing an informed choice with the availability of alternative occupations, ensuring dignity of work in domestic work and payment of minimum wage for domestic work. This will totally combat child labour and trafficking of tribal girls for domestic work.

- Lobbying for appropriate legislative protection for the tribal girls migrating/trafficked for domestic work at Source State (Jharkhand): A team comprising Prof. Babu Mathew and two students Mohit and Anaroopa from the National Law University, Mr. Subhash Bhatnagar, Ms. Chinmayee and Ms. Bibiyani from Delhi Nirmala Niketan Cooperative and Nirman, and Ms. NaliniNayak from SEWA, Kerala went to Ranchi on a visit

facilitated by Mr. Anurag Gupta, IG of Police, Intelligence, Jharkhand between March 16-17th, 2013 to meet government officials on the issue of the migrant labour from Jharkhand who work under exploitative conditions in Delhi. The focus was to facilitate a process of decent migration with social protection for these workers.

- **An open letter to all the returnee's girls of Nirmala Niketan:** Nirmana sent an open letter to all the returnee girls and women (250) of Nirmala Niketan, updating them on the Domestic Workers campaign and informing them of the establishment of Handloom in Jharkhand as alternative livelihood option for them.

In the letter Nirmana requested all the girls to communicate to us their interest in any alternate livelihood option (handloom/or any other) so that the organization can support their training and placement. After the letter a few girls of Nirmala Niketan communicated their interest in handloom training.

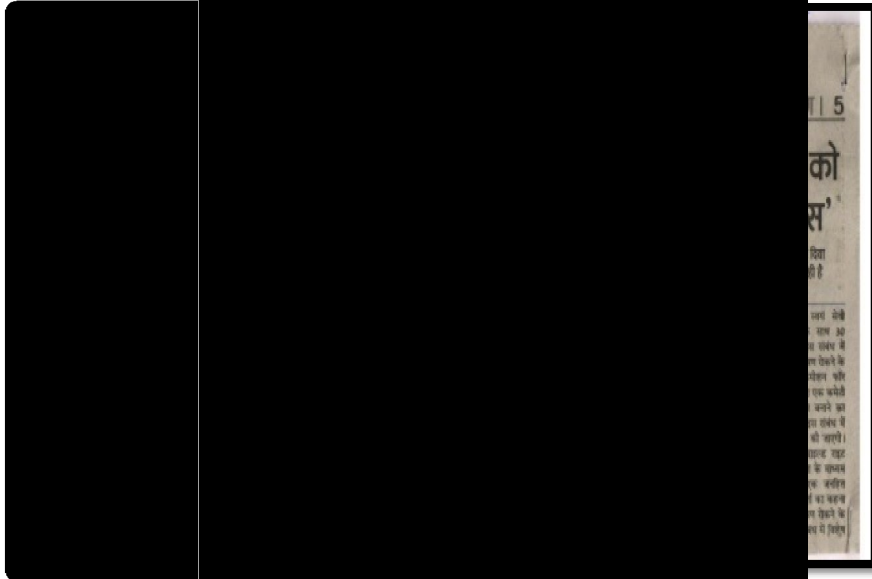
- On 13th September 2013 a meeting was held with returnees in Jharkhand regarding the formation of a Women's cooperative.
- On 15th October 2013 a meeting was held at village Patratoli and Tulumunga Dumbartoli: One of the ultimate objectives of the project is to form a cooperative society at Patratoli as soon as possible. Since the trainees have already returned after three months of rigorous training in Handloom weaving, they need to be kept in practice lest they start forgetting what they have learnt.

Achievement of third ultimate Goal of the Project

- In April we had a meeting with the Labour Secretary and Home Secretary of the government of Jharkhand. Both of them told us that they have started giving identity cards (Red & Green-two Types) to the individuals migrating out of Jharkhand through Panchayats. They agreed to provide the arrangement of giving these cards at Delhi also to the past migrants.
- A draft of the State Level Legislation for the protection was prepared by the National Law University-New Delhi team and submitted to the Home Secretary, Shri Tubid.

Other important activities

- Rescued four girls viz.Meera, Dukhi, Janki and Seeta who belong to Assam with help of Nirmala Niketan in January 2013.
- Nirmana rescued Jingi Marandi, a domestic worker and sent her home to Goilkera, Jharkhand in the fourth Quarter of 2013
- Legal Support to Umang, who was staying in Deepalaya Hostel for her study but was not allowed to go her native place with her mother although she had been away from home for five years. NirmalaNiketan legally supported her so that she could go back her home with her parents .
- In the month of October 2013, Emergency health support was provided to Mitro, Rajni and Basanti three girls of Nirmala Niketan who got Dengue Fever.



A newspaper covering the rescue operation conducted by Nirmala Niketan

Non-Budgetary Activities

- **Celebration of tribal Cultural Functions**

Nirmanana staff organized three annual cultural functions for the Nirmala Niketan girls. The objective of the functions was to get together the full-time and part-time domestic workers and network with other women's organizations to get their support for the further campaign of Domestic Workers.

- **Organizing Dhanmani's Wedding**

27 years old Dhanmani, who had been employed as a Domestic Worker through Nirmala Niketan, was interested in getting married but her family did not support it. So, the staff at Nirmana arranged her wedding with all "riti-riwaj" (customary rites) at the Nirmana office.

Poorest Areas Civil Society (PACS)

The Poorest Areas Civil Society (PACS) Programme is an initiative of the UK Government's Department for International Development (DFID) aimed at reducing the gap in wellbeing status between socially excluded groups in India and the rest of the population. PACS focuses on two key themes that are non-discriminatory access to livelihood opportunities and the right to basic services. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) is one of the Government programme which aims to guarantee the 'right to work' and ensure livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work and PACS helps to access the livelihood opportunity to the socially excluded groups by giving awareness and promoting them for the right to entitlement.

Under this project NIRMANA organized several programs for the "stronger civil society organizations priorities and raise issues of women and socially excluded population in the targeted areas."

Staff Training

Staff training on social exclusion and thematic area was organized for the CSO staff in Bhopal on 23th Feb-2013. Mr. Vivek Gangwal was the trainer of the programme. He discussed about the importance of the project, its aim to reach about in the community. He taught us about the MGNREGA Act, right to work, which ensures livelihood security in rural areas by providing at least 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. He said about the scenario of the child and maternal mortality of our country and in order to reduce this, how govt. has launched some health schemes like JSY, Ladli and RSBY etc...He emphasized on the Right to Information Act-2005 and explained how this Act is different from other Acts which provide us knowledge, protection and social security to the common citizen of our country. Over all, the entire training programme was so enriching and very much helpful for the staff for their knowledge enhancement and skill building.

Block Level Alliances

Nirman operates an inter-state programme and works in 3 states (UP, MP and Chhatisgarh) 4 districts, 8 Blocks and 254 villages of the PACS operational areas. We formed 8 Block level alliances to address the issues of women and socially excluded groups in respected blocks. The members of the alliances are the selected CBO members of the CBOs. They work as a watch dog in the community. Around 160 members are associated in the alliances to address the issue of social exclusion.

Capacity Building Training Programme of CBOs

Nirman provided Capacity Building Training Programme to the members of GP level CBOs, Block level Alliances and District Level CBOs on social exclusion issues of vulnerable women and preparing strategic plan for larger advocacy. During the training women were sensitized about the PR system and capacitated to raise their issues not only in a block level but at district level. Social discrimination was one of the urging issues which was addressed and discussed a way out to resolve the problem. We conducted 4 capacities building training programme in 4 districts. The CBO members are encouraged and capacitated so much that they started going out of home and raise their voice for their rights and dignity.

Half Yearly Review Meeting of CSO Staff

Half yearly review meeting for the CSO staff was organized in Lucknow and Bhopal to evaluate the activities of PACS, to understand its achievements and bottlenecks to find out a way out to reach the unreached population of the community. We discussed about the behavioral communication of the staff, skill enhancement, strategy and planning for the smooth running of the programme. Apart from programme we discussed about the proper documentation, Govt schemes, relating to right to work and right to health, its deliberation and reaching out the benefit to the last person of the community through a single window system. The meeting was so helpful for us to retreat our work, our achievements and set a goal to reach to the unreached.

Block Level Half-Yearly Meeting of Excluded Groups

Block level half yearly review meeting of excluded groups was organized in all 8 blocks of the PACS working areas. All total 16 meeting was conducted in this year and more than 490 CBO members participated in the meeting. The aim of the meeting was to sensitize the women for their better participation in decision making process and Panchayat Raj Institution. Some of our CBO members are the members of the Government decision making committee and play a pro

active rules to raise voice for the socially excluded population and single headed women for their social security and life with dignity. We discussed about the MGNREGA work, monitor existing Govt. schemes for their better implementation, help the PR member to prepare labour budget and demand the work in writing through KAM MANGO ABHIYAN. These meetings helped women to be more exposed to the govt. officials; their work and introspectively feel themselves to be a civic citizen of the country.

Development of toolkit/ IEC

The project team has developed various toolkits/ IEC to train and share information to the CBO Members and the Socially Excluded Groups on Rights of women, Social Security Schemes, Wage rights and Right to Information etc...The IEC was distributed amongst the members for their awareness about the different schemes of the Govt. and access benefit out of it.

National Workshop on Social Exclusion

A National Workshop of CSOs was organized on 18th and 19th Dec-2013 in Delhi. More than 60 participants from 27 CSOs were present from different states like UP, MP, Chhattisgarh, Bihar, Jharkhand, Odisha and Maharashtra. The aim of the workshop was to address the exclusion issues and human rights of socially excluded groups to influence policy for their inclusion at all level.

The floor was open for open discussion on Health (RSBY & JSY), Education and Skill Development. Discussion took place with suggestions from people of different States. Several measures were suggested to socially include people into the sphere of health benefits. The discussion is as followed

Health

- PHC does not functioned properly
- Corruption in the Govt. schemes
- Stop privatization instead improve the services provided by the Govt.
- No regular monitoring
- Involvement of SHG
- Availability of Maternity benefit in all PHC
- Implementation of ESI

Mahatma Gandhi National Employment Guarantee Act (MGNREGA)

This discussion also mandated enrollment of 33 per cent women in MGNREGA. Several measures suggested under it were:

- Compulsory registration of NREGA workers
- Ensuring Job card within 15 days of enrollment.
- Social audit on time to time basis
- The workers should be registered under the Construction Workers Act so that they can get entitled to various benefits
- Free RSBY card for all job card holders
- ESI facility for all job card holders

Education

Education for all was a necessary mandate in the discussion. Apart from it several measures for improvement were suggested:

- To ensure elementary education

- Basic facility for all- midday meal, uniform, books, copies and stationeries
- School Monitoring Committees
- Quality of education to be improved
- Teachers must be from the local areas
- Participation of families of children
- Training programs for the guardians
- Ashrams / shelter for homeless children

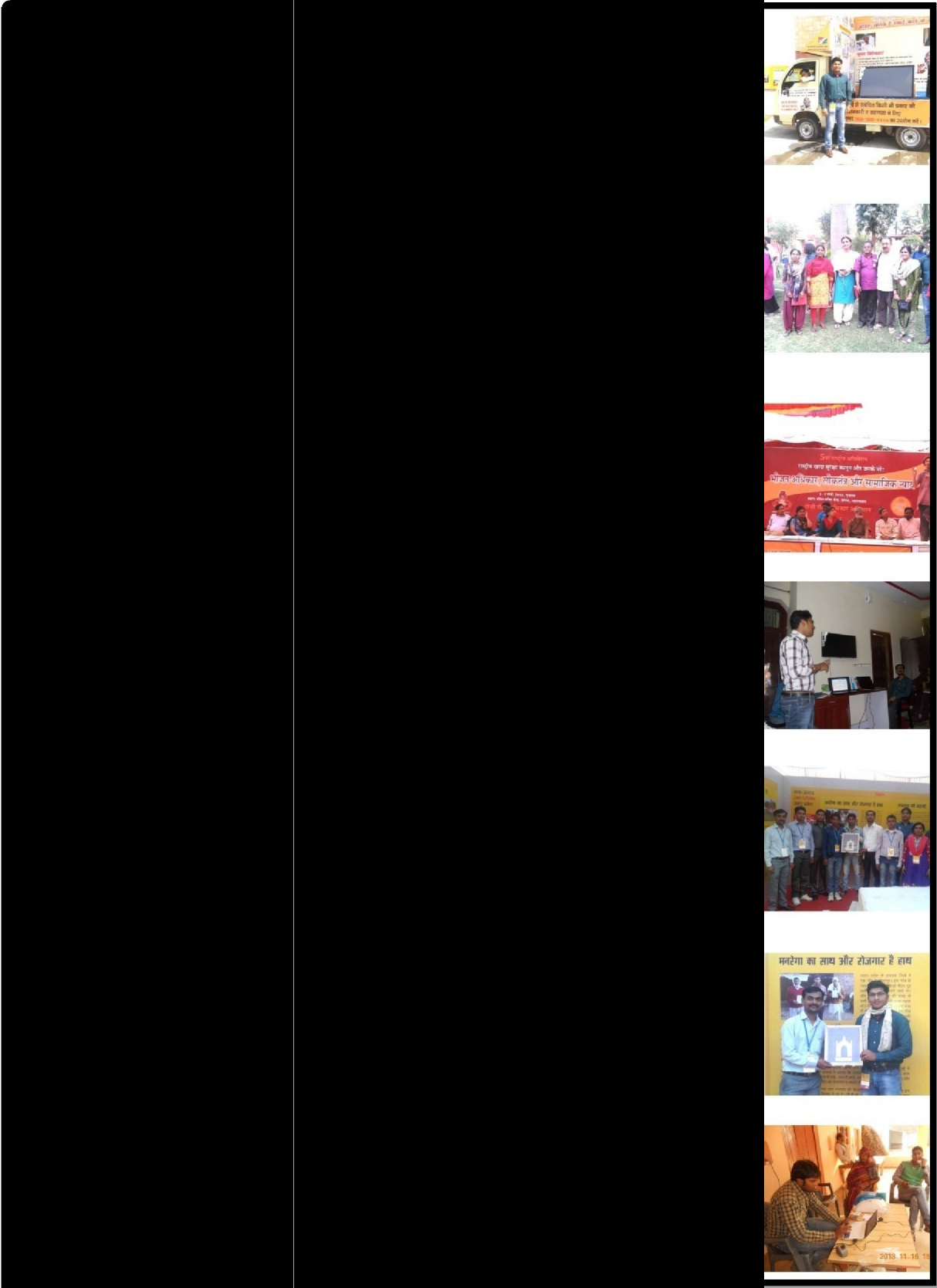
Rashtriya Swasthya Bima Yojna

RSBY is a Central Government programme which provide health insurance coverage for Below Poverty Line (BPL) families. The objective of RSBY is to provide protection to BPL households from financial liabilities arising out of health shocks that involve hospitalization. Beneficiaries under RSBY are entitled to hospitalization coverage up to Rs. 30,000/- for most of the diseases that require hospitalization. Government has even fixed the package rates for the hospitals for a large number of interventions. Pre-existing conditions are covered from day one and there is no age limit. Coverage extends to five members of the family which includes the head of household, spouse and up to three dependents. Beneficiaries need to pay only Rs. 30/- as registration fee while Central and State Government pays the premium to the insurer selected by the State Government on the basis of a competitive bidding.

In this regard NIRMANA mobilized 15,000 house hold to enroll in RSBY in 5 blocks and one cluster of Hathras District. The staff of Nirmana mobilized the community by different means, like community meetings, focused group discussion, interaction with different stake holders, banner and pamphlet distribution. Above all awareness through video van was the most effective methods and more and more people mobilized and enrolled by this audio visual programme.

Achievements

S.No.	Activities	Achievement
1	Total CBO formed	270
2	Total members in CBO	5,348
3	Total Job card facilitated under MGNREGA	5,430
4	No of Individual reported job under MGNREGA	1,375
5	No of Individual demanded job in writing	267
6	No of women reported Institutional delivery	2,102
7	No of household facilitated for RSBY enrolment	15,000
8	No of RTI filled	64
9	No of Discrimination identified	14
10	No of MGNREGA job card holder enrolled under B&OCWWB	1750
11	No of Individual received cycle under B&OCWW	18
12	No of Individual benefited to purchase instrument	87
13	No of women received child and maternity benefit	24



Pictures taken from the various activities undertaken by PACS during 2013

Gender Resource Centres (GRC)

GRC is the converging point of all govt. schemes. In order to empower the women and gender mainstreaming under the flagship program Mission Convergence, Delhi Government, Nirmana is running one GRC and one extension centre in North-East and East District of Delhi .

Gender resource Centre (GRC) Suvidha Kendra is an initiative by the Department of Women and Child Development, Govt. of Delhi under its Bhagidari Programmes. The GRC is envisaged as an instrument to bring Social, Economic and Legal Empowerment of women, particularly those belonging to the under privileged sections of society. This programme commenced at Soniya Vihar and GRC-Extension centre at Bhajan Pura

Objectives of the program

- To act as a catalyst for making Delhi safe for women through social legal and economic empowerment
- To improve Health of women
- To impart skill for specific trades and to provide forward and backward linkages enabling women to be a part of productive work force obtain good remuneration.
- To provide facilities with linkages for school drop outs to return to mainstream and to provide non formal functional literacy
- To establish a mechanism for linking existing govt. schemes for women and to enable women to access it better
- To set up a documentation center which will act as a clearinghouse for information of women and will work towards a system of affiliation of the organization working on the same issue

The main activities of the project

- Skill development and vocational training.
- Weekly Clinics & Monthly Health Camps.
- Formation and strengthening of SHGs.
- Non-Formal Education (for women & children).
- Health & HIV/AIDS Awareness.
- Nutrition Demonstration programmes.
- Samajik Suvidha Kendra (Information-cum-facilitation Desk)
- Legal Awareness & Rights Counseling / Self-Defense Training.
- Social Empowerment.
- Economic Empowerment Initiatives- Skill Building, Micro Enterprise and Entrepreneurship Development.
- Several training programmes have been conducted for the strengthening of the SHG beneficiaries and they have also been taken to the exposure trips to give them an insight of the income-generating activities. The beneficiaries have also been supported through the exhibitions and displays being organized by Nirmana or other organizations

Key Achievements of Gender Resource Centre

S.No	Name of the Activities	Achievement
1	Education	Adult Education- 50, N.F.E- 30, R.E.C- 30, Mainstreamed -35
2	Art & Craft	
3	Computer Training	
4	Vocational Training	81 students in Cutting & Tailoring 102 students in Beautician Course
5	Legal Session	G-35/941 Individual- 36/151
6	Nutrition	12 Session and 372 beneficiaries
7	Information Desk	2774 Person received the information from Gender Resource Centre
8	WASH	24 Session, Imp. Day=3 Mass Cleanliness=2 Group Formed=4
9	Dilli Annashree Yojna	6099 Forms filled in this scheme
10	S.J.S.R.Y. SCHEME	
11	UID	3330 Persons Enrolled in GRC
12	R.S.B.Y.	451 person included in RSBY Scheme
13	Self Help Group	5 Group
14	Health Camp	6 Health Camp organized in this year in which 1322 person attended the camp
15	D.S.Y.	
16	National Food Security	

Key Achievements of Extension Center Centre

S.NO	ACTIVITIES	ACHIEVEMENT
1	Education	Admission of Total Students Adult-21, NFE-26 Admitted at School-36 and remedial-29
2	Information desk	12307 per have been facilitated in the Information Desk
3	OPD	880 Individuals have supported for medical Facilities
4	Celebration of Important Days	Meetings, rally, competitions participated by 2500 people
5	Community Meeting	228 Meeting have organized in Community for the awareness, mobilized and organized for access the Govt. Schemes
6	Anshri Yojana	
7	UID	
8	RSBY	
9	Ration Form	
10	SHG	5 Groups formed
11	Sanitation(Training)	4 Training organized
12	Sanitation (Meeting)	24 Meeting organized
13	Vocational Training	102 Students have been admitted and after the successful course 90 students have pass out and engaged for their livelihood

District Resource Centre (DRC)

Nirman has been running District Resource Centre (DRC) in North-West District of Delhi since December 2008. There are 25 Gender Resource Centres and 3 Extension centers in district North-West at present.

The following activities have been conducted in district south under supervision and monitoring of GRCs. Third phase survey was conducted in this year in which 42,310 households have been covered.

- 2 camps were organized in the district in which 771 (Birth – 449, Caste -272, OBC- 45, Death- 4, and Income–1) applications for issuance of certificates were received relating to financial assistance schemes, which is required as documentary proof. Certificates to this effect are delivered by the SDMs of concerned area.
- DRC managed trainings through PMU. The training (KHOJ software) was imparted at DC office and subsequently at the GRCs. The total 3056 requests were received regarding data correction and updating and forwarded to PMU.
- DRC monitored Rashtriya Swasthaya Bima Yojana (RSBY) enrolment work at 21 GRCs, report on daily basis sent to PMU. Families enrolled were 25,520, number of individual and all the families got their RSBY cards on the spot.
- Under Swarn Jayanti Shahri Rojgar Yojana (SJSRY) number of application forms for personal loan received– 380, personal loans sanctioned – 21, 2099 application forms for various schemes of Department of Social Welfare and Department of Women and Child were received in DRC through GRCs.
- 3 District Convergence Forum Meetings were held on 16/4/2012, 16/6/2012, 13/10/2012 15/12/2012, and 25/2/2012 in District South to review the progress of Mission Convergence.
- First Mega Camp was held on 26.03.2012 from 10 AM to 4 PM. Approximately 2000 people visited the camp. Medical facilities were given to 500 and information/benefits regarding other Converging departments /agencies were imparted to 3384 people. A group discussion on Adolescent Reproductive and Sexual health under RCH (NRHM) proposed by District Health Action Plan at all the 21 GRCs with a time bound schedule in which 299 Adolescent girls participated.
- We conducted a System Integration Training at for 25 GRCs imparted by their representative of Programme Management Unit (PMU).
- DRC (NW) has been involved in a number of activities in the period of April 2012 to December 2012 which includes organizing mega camps, facilitating the career melas and orientations regarding trainings for the vulnerable and most vulnerable sections of the community under SJSRY, conducting extension of the third phase survey, preparing construction workers cards, facilitating the UID enrolments through GRCs, facilitating and monitoring the data correction and updating work, supervising the system integration work done by GRCs, conducting water, sanitation and hygiene survey, organizing district convergence forum meetings and organizing various trainings as well as meetings for Mission Convergence.
- DRC (North-West) also extended its support to the Deputy Commissioner Office for various activities like UIDAI and Socio-Economic Caste Census-2011 work. Various other activities like managing the information stall of Mission Convergence at the Bhagidari mela were also done by DRC (NW).

- Mega camp:** Mega camps are an alternate service delivery strategy aiming to bring all converging departments on a single platform with the objective of converging and integrating the services offered by different departments. It is envisaged that such an initiative will help generate awareness in the vulnerable communities living in slums, JJ clusters and resettlement colonies about the various welfare entitlement schemes and services of the government, and encourage their optimum utilization, besides delivering these services closer to the community whereby actual status of pending applications could be traced, grievances could be redressed, bottlenecks removed and solutions provided in an efficient and effective manner.
 - 1) It was planned to conduct mega camps on a quarterly basis during the year.
 - 2) A well-targeted and sufficient Information Education Communication (IEC) material is being designed with cooperation of all the converging departments well in advance to the holding of the camps.
 - 3) The GRC-SKs of the respective district falling in and around the camp site to undertake the co-responsibility of community mobilization and conducting awareness generation activities in their catchment area prior to mega camps.
- On the above guidelines we organized two mega camps in the month of June 2011 and October 2012 under administrative support of Deputy Commissioner Office. 6,086 persons benefited from these camps.

Financial Overview of 2013

