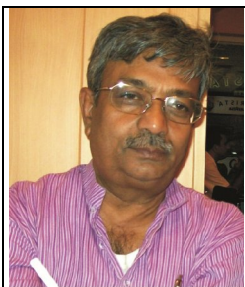


**ENSURING ALTERNATE LIVELIHOOD AND BASIC SERVICES TO THE CONSTRUCTION
WORKERS, DOMESTIC WORKERS AND MGNREGA WORKERS IN PARTICULAR**

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NIRMANA

**Coverage Area :-
UP., MP. &
Chhattisgarh, Jharkhand**



Directors Note

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.

Nirmana is one of the very few organizations in India which have the direct experience of getting a Central Labour Legislation enacted by the Parliament and getting a non-traditional model of Tripartite Board incorporated in the enactment of the Central Legislation as proposed by NCC-CL.

After the enactment of Construction Worker Legislation in 1996 Nirmana has continued its Logistic Support to NCC-CL for ensuring their proper implementation. Public Interest Litigation in the Supreme Court of India (CWP No. 318 of 2006) lead to the establishment of over twenty five State/UT BOCW Boards out of the total number of thirty six State/UT BOCW Boards in India which includes notification of State /UT Rules, formation of Boards, registration of Construction Workers as beneficiaries and disbursement of benefits under different Schemes. By now over 13 million workers are registered as beneficiaries and over 250 billion Rupees have been collected as cess to provide social security provisions to over 100 million construction workers working in India.

We achieved 10,177 registrations under MNREGA, 15000 registrations under RSBY and 1790 institutional delivery. We also registered over 10,000 Construction Workers registration under state BOCW boards in Delhi & other three States . We kept our focus on the sustained delivery of the benefits through BOCW board which can continue even after the project period ends.

After mobilizing various organizations around the concept of providing Social Security and labour welfare provisions through tripartite Board model for the entire Unorganized Sector Workers, constituting over 95% of the working population and numbering over 400 million a National Campaign Committee f Unorganized Sector Workers was constituted which gave a petition signed by over one million of unorganized sector workers to the Parliament in May 2005.

Nirmana further played a crucial role in the formation of National Coalition of over twenty organizations from 15 States in the name of National Platform for Domestic Worker (NPDW).

NPDW Constituents reached a consensus on the proposal of legislation for providing Social Security and labour Welfare provisions through tripartite board model for all form of domestic workers. A petition signed by a million of Domestic Workers was submitted on 31-7-2013 to the Petition Committees of Parliament. It is being follow up.

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1. About the organisation and the network partners

Genesis of the organization

Nirman was formed in 1988 by the core team of the National Campaign Committee of Construction Labour (NCC-CL). NCC-CL itself was constituted in the end of 1985 under the Chairmanship of a former Judge of the Supreme Court – Justice V. R. Krishna Iyer (15-11-2015 to 4-12-2014). NCC-CL realized for the first time unique differences in the organized sector and Unorganized Sector – one, the absence of a long term employer-employee relationship and the other, and the absence of a permanent team of management. This led to the need of a ‘substitute’ in the form of a ‘tripartite Board’ to collect resources from employer and to disburse various social security provisions to the huge number of scattered and every migrating Construction Workers. The NCC-CL designed an ‘innovative legislation’ on this model and petitioned the petition committee of Lok Sabha to enact a law based on this innovated design. This innovative design of ‘tripartite model’ was being used since 1948 for dock workers all over the docks in India and for the loading-unloading workers of different markets in Maharashtra since 1969 as Maharashtra Mathadi Workers Act, perhaps without the undertaking the importance of the model of tripartite Board.

The government of India, all the State & UT Governments and Boards have totally failed in understanding the modalities to implement the 1996 twin Acts (The Building & Other Construction Workers (Regulation of Work and Conditions of Service) Act 1996 and the Building & Other Construction Workers Welfare Cess Act 1996. Recently the Social Justice Bench of the Supreme Court of India had asked the Government of India and all the State and UT Governments to present before it a document indicating the modalities on which they propose to proceed further. But none could reply.

NCC-CL is fully competent to help the UP Govt. and the UP Building & Other Construction Workers Welfare Board in discharging its function in a participatory approach and use of a simple technology to keep track of the Construction Workers registered as beneficiary.

Following Vision and Mission was adopted soon after the enactment of two Acts for construction workers in 1996 and ten years before the enactment of the Unorganised Workers Social Security Act of 2008. The post 2008 experience of working with the socially excluded groups has helped Nirman in understanding the need to work on the issues like livelihood, basic services and health, in addition to our initial focus on social security.

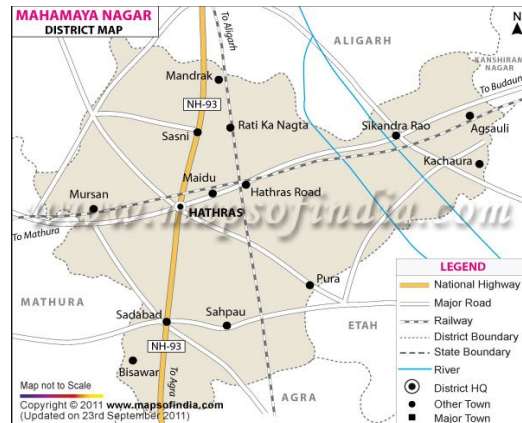
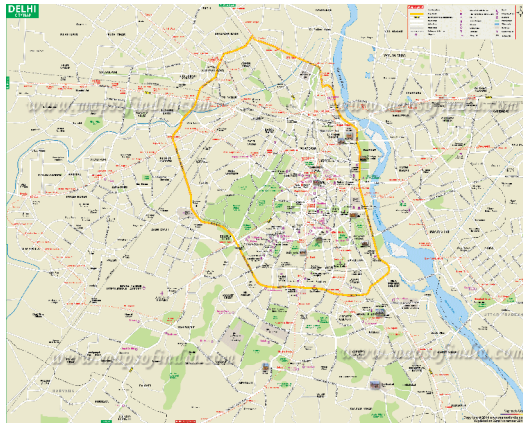
Mission

“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

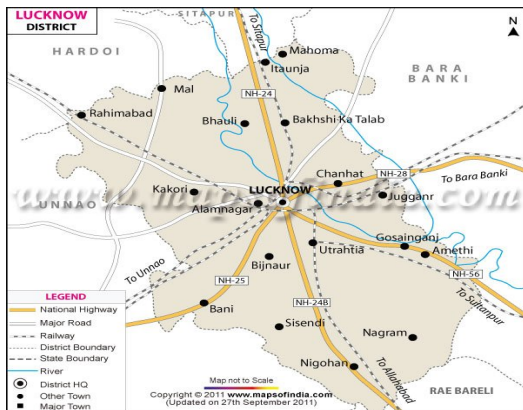
“We envisage the kind of Governance which ensures and implements the Fundamental Rights and Social Security measures for all the Unorganized Sector Workers in the Country”

Geographical coverage

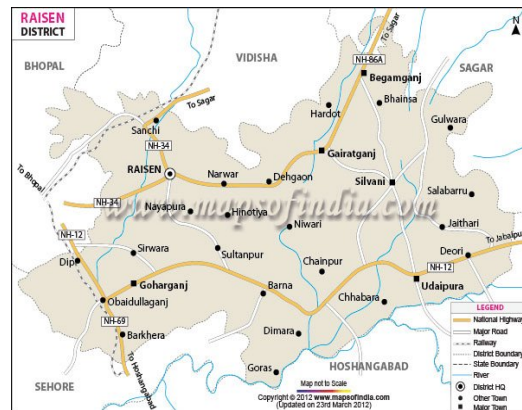


Delhi and NCR

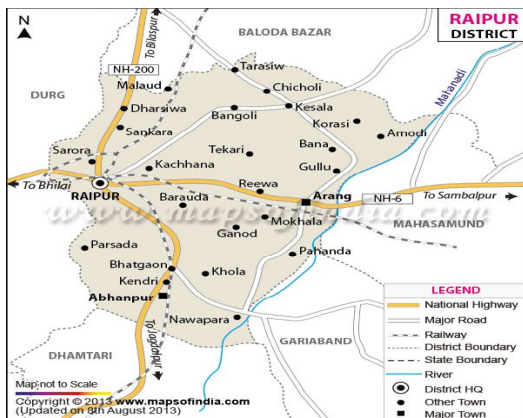
Hathras district of Uttar Pradesh



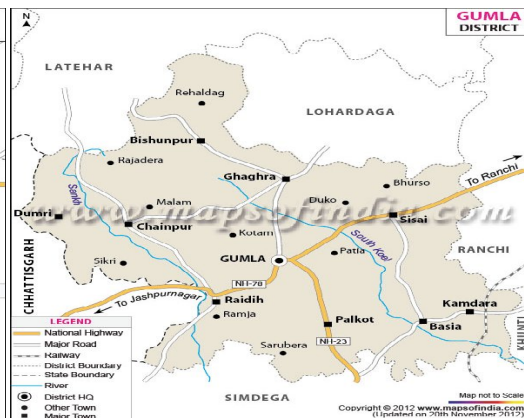
Lucknow district of Uttar Pradesh



Raipur District of Madhya Pradesh



Raipur District of Chhattisgarh



Gumla district of Jharkhand

Social issues

Nirmana works with various segments of construction workers and with *various types of construction workers, most of who are from the Scheduled Castes and Scheduled Tribes. Muslims and women also constitute a large segment of unskilled construction workers, most of whom are migrant workers. Due to the hazardous nature of construction work, the construction workers have a large number of disabled to be taken care of collectively. Although women comprise a chunk of workers in the industry they are customarily denied training to become skilled workers and forced to remain 'unskilled' and lower paid workers.*

Along with construction workers Nirmana started working with domestic workers in 1999, particularly with the in-house domestic workers consisting of a large number of **teenage girls from the tribal region** of Chhattisgarh, Jharkhand, Orissa and West Bengal. At least 40% of these tribal girls are less than 14 years of age, representing child labour in one of the most hazardous types of work.

Nirmana is also involved in mainstreaming vulnerable girl children of urban poor families into regular schools. The work of Nirmana in this field has earned considerable appreciation.

Nirmana has been working on issues of the ***unorganized sector workers who constitute 93% of the entire labour force in India which mainly consist of the SC/ST, Women, child labour and the minorities.***

Key thematic areas of involvement so far-

Nirmana started working on Advocacy for social security legislation and later expanded its work to livelihood issues and ensuring basic civic services including education, health and nutrition in Delhi.

Nirmana's effort to start a cooperative society of construction workers was supported by Bread for the World. Later the same cooperative society was utilized to promote domestic workers and develop an alternate model of placement, since their independent registration was not possible. This provided a regular source of revenue which supported the advocacy, health-care, cultural activities and rescue operations of tribal girls in Delhi. Nirmana's work in setting up Crèche cum Schools was initially supported by 'Terre Des Hommes' and later USAID through Deepalaya's Reach India Project.

Nirmana has also been working with the HIV/AIDs awareness programme through DSACS and through FHI - first with USAID support among Construction Workers and later with DFID support among Nepali Migrant Workers in Delhi's unorganized sector.

2. About PACS supported project

The key problem address through this project is ensuring effective implementation of the MGNREGA like registration, work and minimum wage and enrolment of MGNREGA workers under State Building & Other Construction Workers Welfare Board (through convergence), skill building of the MGNREGA workers to improve their earning capacities, social security to women MGNREGA workers and ensuring health benefits and entitlements to women (rural and urban) under the Janani Suraksha Yojna and the RSBY.

Project objectives:-

Poor people in the most backward and poorest districts of India were empowered to realize their entitlements more effectively and in ways in which it can be sustained. In case of MGNREGA, Skill Training, RSBY and JSY etc awareness was required at the level of community from Gram Sabha to the Government officials, responsible for the delivery of benefits under different schemes mentioned above.

Therefore the key strategy was to organize community based organizations in the form of participatory cooperatives to take up the issues of MGNREGA, Skill-building and delivery of health entitlements under RSBY and JSY. Women and other socially excluded segments of the community were ensured a better representation and more voice in the communities at village/Block/ State levels .The service providers became more responsive and accountable through follow-up of the issues and advocacy with the government at District and State levels. The learning's was circulated through newsletters and e-magazine for the wide dissemination of the PACS lessons.

Project approach:-

Nirmana reached out to the grass root level, organize awareness campaign, increase involvement of construction and MGNREGA workers themselves by getting organised, and bring the CBOs to a common platform to encourage united action to get the 1996 and 2005 Acts implemented. With the formation and consolidation of CBOs of the excluded community as the key strategy we also helped in early implementation of the 1996 Acts in the States. The Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act 1996 provides for formation of a Tripartite Board and a Tripartite Advisory Committee. In Madhya Pradesh a beginning has been made. This project took up the replication of the Madhya Pradesh experiment in Chhattisgarh and Uttar Pradesh. To utilize these tripartite forums the project helped in building up the capacity of the local organization and the communities to effectively utilize them.

D. 5.1. Project Activities

Output 1: Stronger civil society organisations prioritize and raise issues of socially excluded groups in PACS targeted areas (communities, CBOs and CSOs)

Activity 1: Staff training on social exclusion and Thematic Areas

Nirmana organised three days joint staff training during the 1st year of the project for the staff persons of all the three States. The initial training was for 3 days in the 1st year of the Project. The purpose of the training was to orient the team members of the CSO and project about the MGNREGA, the JSY, the RSBY, and Right to Information etc. In addition, the Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 and the Cess Act, 1996 and their basic structure, and the social security legislation were covered in the training besides other.

Activity 2: Baseline study on socio-economic-political and cultural status of socially excluded group and women.

A Baseline study was conducted randomly covering in three States in the 1st Year of the project on PACS theme. A joint orientation programme of the staff of three States was done prior to the survey.

This 'baseline' survey helped in understanding the status of implementation of the MGNREGA, National Skill Development Corporation, RSBY, JSY etc in Chhattisgarh, Madhya Pradesh and Uttar Pradesh, Its understanding among the communities/ people engaged in construction and MGNREGA workers and the labour officials helped us in designing awareness campaign and the strategy to ensure their implementation. . Nirmana conducted the study at district level in the 1st year in four proposed districts to understand the social economic situation of the excluded groups. This study helped in verifying district level variations in the number of persons belonging to excluded communities and their coverage among MGNREGA, RSBY and JSY. Special attention was given to the drive for registration of the excluded groups with the Board and in enrolment under the MGNREGA for work allotment.

Activity 3: Promotion of institutions (POs) of women and excluded social group at Village level in operational area

The project teams regularly visited the project area and promoted community based organizations among women and youth. Local influential persons like women and youth leaders and other enthusiastic persons were roped into the process. CBOs were formed at various levels like – village panchayat, Block, District level to State levels in the form of participatory cooperatives and open campaign teams on PACS themes. The team promoted 268CBOs in the 4 proposed district and the state of UP, MP & Chhattisgarh. Meetings were organised at Block and District level in which 30/50 persons participated. This was a regular feature and planned while drawing up the execution plan for the project.

Activity 4: Promotion of institutions (POs) of women and excluded social groups at Panchayat level in operational area

Consequently District level federations were made of CBOs rose at village level, to gain wider voice of people. Almost all the targeted number of community members were registered directly or indirectly .60000 households were covered and 268 CBOs organized to ensure timely delivery of benefits and renewal of registration.

Gram Panchayat level campaigns were sensitized to organized the un-organised labourers on their rights and entitlements under the project. In the campaign, the organization focused on the workers of MGNREGA and Construction Workers. This activity was organised in each gram Panchayat level in the 1st year of the project. The campaign aimed to bring more and more people into the CBOs and help the CBOs set up their structures.

Activity 5: Promotion of institutions (POs) of women and excluded social groups at Block level in operational area - in 12 Blocks, 30 participants in each meeting.

The block level federations emerged from Gram Panchayat level federations, thus a stepwise CBO structure emerged that worked around MGNREGA, Health and other social security entitlements of the communities. Nirmana sees a lot of relevance of this structure for working on MGNREGA entitlements and others. This also facilitated the implementation of the rights of construction workers and Unorganized Sector Workers rights which, if properly pursued, would ensure social security, dignified wage and education and health rights to the communities in the 12 blocks covered. District level federations emerged during the first year through this sequential activity.

Activity 6: Formation of block level alliances to address the issues of women and socially excluded groups- 12 Blocks, 50 participants in each meeting.

This activity was organised in six blocks of Hathras and 2 Blocks (one rural, one urban) each of other 3 districts of the 3 States. This activity covered all 12 blocks in the 1st year of the project. The purpose of nurturing block level alliances of women and excluded groups is to consolidate the CBOs of Construction Workers, Domestic Workers and MGNREGA Workers to raise their issues. This activity aimed at ensuring their long term involvement in the three campaigns. The villagers and all the local level leaders and panchayat level leaders were the stakeholders and their role was to support the project staff and follow up the programme. Women groups at Panchayat levels were the subject of focus in this activity. At least

12 CBOs, with one each in every Block were formed. Whenever larger numbers of women are there, to keep the size of the group manageable, more CBOs were formed under a common state level banner.

Activity 7: Promotion of institutions (POs) of women and excluded social groups at District level in operational area -

Moving to district level the two block level alliances were then brought together at district level. Nirmana promoted a 15-member district body of the community members as District Level Institution. The body meets half yearly and discusses the progress made towards registering more and more eligible individuals in labour board and promoting access to rights and entitlements. District level meetings were started only from 2nd year of the project. Registration of construction workers is confined to district levels. Therefore we consolidated the groups at district levels.

Activity 8: Capacity building training for members of District level CBOs on social exclusion (unorganised/ construction workers), issues of vulnerable women and preparing strategic plan for larger advocacy

Leaders of various levels of CBOs were given a consolidated orientation and capacity building on issues of social exclusion, SC and ST Atrocities act, Domestic violence act, RTI and issues based training on Health (RSBY, JSY) Livelihood (NREGA). The training was organised at District level every year for first three years.

Post-orientation a joint strategy was built in participation with community leaders to get maximum registrations under each entitlement covered by the project. A follow up strategy was also formulated on how the CBOs would work in sync and mobilize communities and service providers to work efficiently. Pressure building mechanisms is thus evolved.

Following this a meeting was held with the Panchayat level and blocks level functionaries associated with the concerned services and they apprised of the developments at CBO level. The effort was to seek cooperation from them and define their accountability in the process.

Consolidation of the community level CBOs was done to mobilize mass support for the advocacy campaign to demand the following:

1. Job card under MGNREGA, work and payment of minimum wage.
2. Skill Training.
3. Registration under RSBY & delivery of benefits.
4. Benefits under JSY.
5. Registration of MGNREGA workers under State Construction Workers Welfare Boards

Activity 9: Facilitation for filing applications under RTI

Community leaders at all levels of CBOs were trained on RTI Act and method of filing applications under RTI for seeking information from the government about their rights and entitlements. This was a non-budgeted activity and was run across the 4 year period as and when needed. Community leaders filled 42 RTIs. Seeking information on different thematic issues.

Activity 10: District level Training to the leaders of people's organizations on leadership and advocacy action-

In this activity the representatives of Panchayat level, block level cadres of Women group, Construction Workers Co-operatives participated. The Training programme was organised for 30 persons for two days and it was organised in the 2nd year of project support in every district of the target area. This activity helped the leaders to become capable of organizing registration of other Construction Workers and MGNREGA Workers themselves to make them entitled to get benefits under different State and central Welfare Schemes such as RSBY and the JSY. The training also makes them aware about the Act, its provisions and what facilities are to be provided as per law in MGNREGA and CW Acts. Training was also given on provisions of JSY and how the benefits can be enhanced under CW Acts.

Output 2: Women and socially excluded population are better represented and have more voice in CSOs, government decision making bodies and committees at village/ block/ district/ state levels. (Communities, CBOs and CSOs)

Activity1: Registration drive for people engaged in construction and MGNREGA Work.

In the initial phase the project staff of PACS-Nirmana organised the registration drive in the villages, Gram panchayats and Block levels for the job cards under MGNREGA demanding work and as an add on the registration of Construction Workers in the district offices of state Building & Other Construction Workers Welfare Board offices. All the Construction Workers and MGNREGA Workers were focus group for such registration. This programme was run on regular basis.

The project staff of PACS-Nirmana and the cadres of people's organisation was to monitor and co-ordinate this registration Programme on regular basis. This registration drive was carried out from time to time to ensure that almost all Construction workers and MGNREGA workers are registered under the State Construction Workers Welfare Board to become entitled to benefits under its various schemes.

Activity 2: Registration of eligible women for JSY benefits and ensures their regular check up and other benefits.

Enrolment of RSBY is fixed time plan; hence focus was given to facilitate the camps for enrolment of MGNREGA workers, construction workers and domestic workers at village and urban ward level. The camps was organised every year.

Activity3: Enrolment drive under RSBY for the Socially Excluded Communities with support from District authorities.

RSBY enrolment is done in a fix period. Nirmana undertake drive for RSBY enrolment with support of and in collaboration with Labour department and concerned insurance companies. This ensure that all the eligible beneficiary, BPL, NREGA workers, domestic workers and construction workers get enrolled, issues card and aware of the usage of the card.

Activity 4: Block level meeting of excluded group and women, sensitizing them on their participation in decision making process and Panchayat Raj Institutions – 30X 1day

Orientation was done for Panchayat and Block level federations/ CBOs constituted of people engaged in construction/ MGNREGA work. The purpose of orientation was to make them aware of the PRI set up and their role in influencing PRIs towards well being of their communities. They were also oriented about how they can make their representation in various PRI bodies supporting health, education and village development. This activity was organised in the respective blocks of PACS project in all the selected districts. In this activity 30 persons participated. The programme was organised at block levels in the 2nd Year of the project. Key stakeholders and their role - The Women Group Leaders, Cadres of Construction

Workers and MGNREGA Workers were the stake holders of this programme and their role was to follow-up the programme. The Pradhans and Block level functionaries were also called for interaction with the groups and take part in the orientation process.

Activity 5: Facilitating inclusion of excluded groups in various committees.

The Project team along with the leadership of CBOs at Panchayat and Block levels took the issue of making PRIs more inclusive and sensitive towards the issues of socially excluded. Besides this the efforts was also be directed towards making the Labour Boards/ bodies etc inclusive and therefore efforts were made to take our CBO leaders through proper leadership training too. This is a non budgeted activity and efforts on this front started from 2nd year onwards when we have CBOs on board and training of their leaders done.

Activity 6: Facilitating skill training in collaboration with NSDM and CWWB

NREGA workers especially the women and domestic worker were provided skill up gradation trainings. These training were organised in collaboration with National Skill Development Mission and Construction workers welfare board. Number of training and participants decided jointly with NSDM and CWWB. The skill training was organised in the second and third year of the project.

Activity 7: Inclusion of district level CBOs in various district level committees for monitoring of JSY, RSBY, NREGA.

In the due course of the project implementation, efforts were made to include the leaders of the district level federations in to the committees responsible for monitoring of RSBY, JSY and NREGA implementation.

Activity 8: Printing of IEC materials on (i) MNREGA and State Construction Workers Board(ii) RSBY and JSY (iii) rights of women, (iv) Social security rights, (v) minimum wage rights,(vi) Right to Information

IEC Material was a tool to communicate the updated information related to MGNREGA and Construction Workers Board, RSBY, women's rights, RTI Act, Skill Mission etc. The project published relevant IEC material in the 1st and 3rd year of implementation. The IEC material highlight the achievements made by Nirmana under PACS project and this material was shared with other likeminded CSOs including PACS partners to motivate others to hold similar awareness interventions and join in the campaign.

Output 3: Civil society works to make service providers more responsive and accountable to socially excluded groups (Advocacy and engagement with the government- at district and state level)

Activity 1: National level workshop of CSOs on exclusion issues and human rights of construction and domestic workers including migration for raising the awareness and sensitize on the issues.

National Workshop on the issues of Construction workers and domestic workers was done to raise the awareness among larger civil society on the issues of the proper implementation of the construction workers Act. Though the Board has been established in all the States and Union Territories but it is not properly functioned and implemented. The main aim of the workshop was to set a recommendation on the enrolment of MGNREGA workers in Building and other construction Board and get them all the

benefits that the construction workers entitled for. The workshop was conducted and the recommendation was given to the standing committee and the Plea was held and the order from the Supreme Court. *NCC-CL, with the logistic support from Nirmana, advocacy on the inclusion of MGNREGA workers doing construction work as the beneficiaries under B&OCW Act and its petition before the Supreme Court of India (CWP No 318 of 2006) resulted in a direction under Sec 60 to all the State Government on 13th July 2013 "to carry out a special drive for registration of such people under B&OCW (RECS) Act and shall allow registration of such workers who have completed 50 days work in a year under MGNREGA under B&OCW(RECS)Act on the basis of similar process like Self certification by the applicants by Panchayat."* Efforts led to end advisory from Central Government through its letter no Z-20011/05/2010-BL dated 12 July 2013 at the same time the law related to domestic workers is not properly implemented, specially the tribal women who also become the victim of trafficking. The idea is to check the migration at source level, increase the livelihood opportunity for them through NREGA and skill building. Primarily PACS partners were focused for the workshop. This was a two days workshop in third year of the project.

Activity 2: Annual meeting of district level CSO on regular reflection of the advocacy action:

To raise the issues jointly, annual district level meetings were organised with CSOs for reflection on advocacy actions during last one year. Annual meetings at the end of 2nd and 3rd year with the district level leadership of the CBOs was organised to consolidate the community involvement and ensure sustainability after the project is over. These meetings were aimed to take up the advocacy work on the implementation of MGNREGA, Skill Building, RSBY and JSY, CW Acts, enactment of DW Act, inclusion of MGNREGA Workers in the CW Acts.

Activity 3: Campaign for basic services for Women workers (Domestic Workers Bill /Act etc) Awareness campaign and advocacy for basic services like benefits under JSY, RSBY and construction welfare board for Domestic and other women workers (MGNREGA and other unorganized sector). The campaign also work for a state/national level comprehensive legislation for domestic workers on the lines of the ILO Convention and Recommendations that goes beyond the suggestions of the proposed National Policy on Domestic Workers.

Activity 4: Block level convention of people's organization on effective implementation of social security, health, livelihood and wage assurance and other welfare and health schemes.

Block level convention of people's organization on effective implementation of social security provisions was organised during 3rd year to consolidate the grass root level relationship built in selected villages of five panchayats each of the four rural blocks and the eight urban blocks of the four districts in three States.

Activity 5: District Level convention of people's organization on effective implementation of social security, health, livelihood and wage assurance and other welfare and health schemes

District level convention of Peoples Organisation during 3rd year, like block level convention are meant to consolidate the grass root relationship built in selected districts of three States and bring together the panchayat level and block level organisations within a District. The CBOs of Construction Workers, Domestic Workers and MGNREGA Workers meeting at district level helped in developing State level campaign for these three sectors leading to proper implementation of National Legislation/ policies targeted through this project.

Activity 6: District Consultations on RSBY, JSY and MGNREGA.

District Consultations was organised to raise the issues of service delivery gaps with the concerned government officials for necessary corrective actions. This provided opportunity to CBOs and CSOs to interact with service providers in a systematic manner. In the first year, consultation was organised on RSBY, in the second year on JSY and in the third year on NREGA.

Activity 7: National level public hearing on Livelihood, social security, wage assurance and Health programs.

In the 3rd year the Project organised a National Level Public Hearing on the issues related to livelihood, Social Security, wage assurance and Health programmes for the socially excluded communities. With the objective of bringing about Policy level changes or amendments in the National Legislations or National Policies. The Report and recommendation of the hearing was given wide publicity to influence the national policy and national legislation which was followed by concrete steps towards implementation in the required directions.

Activity 8: Interface with district administration and judiciary on women protection issues, JSY, RSBY, MGNREGA and women workers.

Regular interface was organised with district authorities on the issues of health, maternity benefits (under JSY and CWWB) under RSBY benefits to domestic workers, MGNREGA workers and women in construction workers. The interface aimed to raise the issues of concerns for redressal with authorities to make the system of grievance redressal.

Activity 9: State level media advocacy

For obtaining wider gains it is important to get wide publicity in the press. Planned media advocacy on important public issues like RSBY, JSY and NREGA implementation and on important public achievements lead to wider press coverage. In the second and third year media advocacy is planned to give a multiplier effect to the project efforts.

**Output 4: Civil society ensures learning and wide dissemination of PACS lessons
(Communication and learning)**

Activity 1: Case Documentation under the JSY/RSBY for the Domestic Workers and for women and others under the MGNREGA and other Construction Workers from the marginalized communities.

Women among the excluded community are most marginalised. A very large number of women from Chhattisgarh and some parts of Madhya Pradesh and Uttar Pradesh are migrating /being trafficked for domestic work in the absence of year long MGNREGA work, Skill Building opportunity, RSBY and JSY support etc. To ensure decent work for them in domestic work (on the lines of ILO Convention and Recommendations, the country need a Comprehensive Legislation for Domestic Workers who mainly comprise women workers). There is a need to build evidence based advocacy while demanding a law to regulate migration/ trafficking that is growing fast across North India.

Nirman build case studies, data etc. to highlight the situation of the socially excluded groups (including the MGNREGA and construction worker, domestic workers and others) for ensuring effective legislations and their implementation. .

Nirman took up legal course of action for these groups as well as documenting such cases for propagating the cause too

Activity 2: Publication of quarterly News Letter

During the four project years the process of implementation of 1996 Acts leads to a lot of learning through sharing of experiences in the three states. Our lobbying for its extension to the MGNREGA workers also shared for early achievement. Quarterly News Letter was ensured sharing on the implementation of MGNREGA, Skill Building, RSBY, and JSY and for construction workers, CSOs and Government officials dealing with work and welfare both.

This News Letter was circulated among the PACS partners in all the seven states and also covers the NCC-CL and NCC-USW constituents, all over the country. Updates on the orders in the Supreme Court PIL, Delhi and other High Courts PILs, meetings of Central Advisory Committee etc to make it very useful to achieve implementation of best practices in all State & Union Territories. The News Letter was both in English and Hindi, depending upon the coverage issues and it covered domestic workers and MGNREGA workers campaigns also where majority of the excluded communities are employed.

Activity 3: Video documentation of the process of the project including case studies

Video documentation of the process of the project implementation, including case studies was conducted in last three years for documentation of the process of spreading awareness, achieving registration and benefits. Successful implementation of the social security's through tripartite Boards of Construction workers spread the demand for such institutions in the other segment of unorganised sector workers where majority of the excluded community members are employed.

Activity 4: Publication of E Journal

The implementation of the MGNREGA, Skill Building Mission, RSBY, JSY, and Construction Workers Acts of 1996 by State Governments has created various discrepancies between States. To reach uniformity and to encourage adoption of best practices it is important that the developments and difficulties arising in each State are shared at the earliest and are easily available for reference. An E. Journal is a fast method to share such information which helped in removing State specific difficulties, in taking up joint steps on common difficulties and in reaching uniformity in spreading use of best practices from all States. The journal was used as an empowerment tool for the community organizations.

The change story of the project

Nirmana has been helping campaigning of the Construction Workers in Uttar Pradesh, Madhya Pradesh and Chhattisgarh through the Constituents of NCC-CL for the proper implementation of the BOCW (RE&CS) Act, 1996 and the Cess Act.

We saw in the PACS project both, the possibility of extending the social security provision of these Legislations to the MNREGA workers and ensuring the proper implementation of these legislations in these three states simultaneously. Therefore Nirmana had chosen to focus on MNREGA and skill development under Livelihood and JSY and RSBY under Health. This strategy proved itself as the key to success of Nirman through PACS project in the three States referred above.

This part of the project led to significant changes because no one else had realized that what MNREGA workers are doing is construction work. The key challenge Nirmana had to deal with was first the acceptance of our concept of providing BOCW Act benefits to the MNREGA when both by the Government system and the community both. We started working on both the fronts and instead of confining to the three state governments we worked with the labour ministry of central government also. At a Community level we followed the common strategy of forming CBOs, regular interactions with the community, getting them registered with the state BOCW Boards, ensuring delivery of the benefits to the registered beneficiaries. This was in addition to the key focus on demanding work in time, on getting the job cards in to the hands of the workers from pradhan, on timely payment of work etc.

The past performance of NCC-CL & proceeding of its PIL in Supreme Court helped us a lot in winning the confidence of the community.

However by mid 2013, NCC-CL also succeeded in ensuring a direction from Central Government to the State Governments /BOCW Boards under Section 60 of the BOCW Act, 1996, providing for the registration of MNREGA workers as beneficiaries by the State BOCW Boards – **“all such workers” who have completed 50 days of work in a year under MNREGA.** These State Boards are to provide immediate help in case of accident, pension, housing loan, group insurance, financial assistance for the children of workers registered as beneficiary, medical expenses, maternity benefit etc. In few states the BOCW Board are also providing cycle, solar light, skill training and other benefits. However, the above mentioned central government direction vide 21st May 2012 and 12 July 2013 circulars helped us most and therefore we are enclosing a copy of these two directions issued by the Central Govt. for the purpose of record as under :

The change story of the project continued at page no-22...

3. Stakeholder collaborations and partnerships

Nirmana was initially constituted by the core team of the **National Campaign Committee of Central Legislation on Construction Labour (NCC-CL)** in 1988 to provide logistical support to the NCC-CL. The NCC-CL itself was constituted in 1985 under the Chairmanship of Justice V.R.Krishna Iyer, former Judge of the Supreme Court of India, to explore the reasons behind the non-implementation of all labour legislation in construction work. With the help of NCC-CL Nirmana achieved for the enactment of following Central Legislations:-

1. The Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996.
2. The Building & Other Construction Workers Welfare Cess Act 1996.

After year 2002 NCC-CL organized a National Campaign Committee for Unorganised Sector Workers (NCC-USW) to take up the cause of unorganized sector workers numbering over 40 crores. In 2005 NCC-CL submitted a petition of unorganized sector workers to the Petition Committee of Lok Sabha and Rajya Sabha. NCC-USW also submitted critiques of NCEUS recommendation and to the standing committee of Labour Minister.

Human Rights Law Network (HRLN) Played a vital role for the Public Interest Litigation filed in the Supreme Court in 2006 by Nirmana. This PIL has led to three crucial and initial steps towards the implementation of the above mentioned two Acts in several States and Union Territories including Chhattisgarh and Uttar Pradesh. However the required grassroots level work is still pending in these States as well as in Madhya Pradesh to ensure full implementation.

Nirmala Niketan under the guidance of Nirmana, was accepted by a **sub-committee** of the **National Commission for Women** which prepared a draft law to regulate domestic work and gathered consensus for it through a National Consultation in March 2008. Now it is the member of the National Platform for the domestic workers who in its way trying to bring the Comprehensive legislation for the Domestic workers.

Nirmala Niketan played a crucial role in the formation of national Platform of Domestic Workers during 2012-13 which submitted a petition of the Domestic Worker to the Petition Committees of Lok Sabha and Rajya Sabha. National Platform of Domestic Workers in continuing its efforts to involve the partners of PACS in UP who are working with the domestic workers.

As Nirmana works for the unorganized sector workers it partnered with Aajivika Bureau, to work with the migrant workers. Together with Aajivika Bureau Nirmana proposed a proposal to Fifth Estate, UP Manch and selected as one of the Social Entrepreneur to work with the unorganized sector workers in Uttar Pradesh. During the project period Nirmana conducted 35 advocacy meeting with the Government officers including the chief Secretary and Special Secretary Labour. It also worked side by side with the members of the UP BOCW and as a result proposed a recommendation for the enactment of i.e. Medhavi Chatrabruti Yojna to Scholarship for every two children of the Construction workers scheme of UP BOCW. The CSO is thankful to PACS for providing a platform to expand its expertise in UP, MP and Chhattisgarh.

4. About Oak Support Project:-

The project has three ultimate goals, of providing social security to domestic workers through a comprehensive central legislation through the provision of tripartite boards at state and union territory levels, rehabilitate tribal girls who want to give-up domestic work into alternate occupations at source areas or at destination areas and of providing healthy or safe route to migration to tribal girls who at present are being trafficked for domestic work.

Objectives:-

first 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.

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

Third to provide healthy and safe route to migration by assuring right 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 in domestic work. This will totally combat child labour and trafficking of tribal girls for domestic work.

Achievements:- (Under objective -1)

1. One of the net-work of source area in Jharkhand has agreed to prepare a resolution before State level Assembly for the lobby to Central govt. for the Comprehensive legislation of Domestic Workers.
2. In Order to provide various social security measures, including working condition of Domestic Workers in Delhi, the Govt. of NCT of Delhi constituted a committee under the Chairmanship of Ms. Bandana Kumari, Deputy Speaker, Delhi Legislative Assembly and representative of Nirmana played a crucial role in the committee which drafted a legislation for Domestic Workers.
3. This Committees finalized the draft Bill-2016 (and it is ready to be put before the coming Session of Assembly after a consensus in the ruling party.
4. Meetings Organized by Nirmana discussed on National Policy of 2015 prepared by DGLW before its announcement to create consensus on its weaknesses to be removed among the NPDW constituents and other Central Trade Union representatives.
5. Involved the ILO-India in the meetings with the Committee constituted by the Govt. of NCT of Delhi to work out a system of providing Social Security for Domestic Workers. This united effort led to the National Consultation organized by ILO on 2nd-3rd April, 2016 which discussed the 2008 and 2010 Bill drafts and the National Policy on Domestic Workers,2015 in which six Central Trade Unions representatives were also present. It will further help the NPDW to consolidate its efforts for taking up the cause of DW along with the CTUs.
6. On the eve of submitting 2nd Petition to the Petition Committee of Lok Sabha a National Consultation was organized by Nirmana in the name of NPDW-Delhi on 16th June,2016 and in the Consultation the representatives of Central Trade Union also joined and signed in the 2nd Petition for the revival of DW petition by the Petition Committee of Lok Sabha.

During the project period Nirmana mobilized the support of other NGOs, trade unions and CBOs in source areas and strengthen the network to pass the resolution in State Assembly, of Jharkhand and Delhi implementation of Minimum wages notification and registration of Domestic Workers under the welfare Board constituted under USSW Act,2008 by organizing State level workshop.

Achievements:- (Under objective -2)

1. Nirmana developed linkage with Child-Welfare Committee in Delhi through time to time meeting , as a result the orgnisation could recover the salary of Four Domestic Workers (Ashrita Kandulna (Jharkhand), Sunita (Odisha), Salmi and Taramuni (Assam) from the Placement agency and employers with the required support of Child Welfare Committee and restored I their native place.
2. It was a achievement that in the draft legislation of Domestic Workers Nirmana team able to put the provisions for the proper rehabilitation of trafficked tribal girl and child labour from domestic work with a national level consensus.

Achievements:- (Under objective -3)

1. A draft of the State Level Legislation for the protection was prepared by the National Law University-New Delhi team and submitted to the their Home Secretary Shri Tubid.
2. Nirmala Niketan has developed a social acceptance in Raidih which is needed as a first step towards providing a healthy and safe road to migration. We have already postponed the placement work because we do not want to be seen as an organization in search of tribal girls for placement. We will take up placement only after we get the demand from community in providing healthy and safe road of migration.

3. During the three year project period the organisation have rescued more than 15 tribal girls who were trafficked to cities and recovered their salary from placement agency and restored them in their native place.
4. Among the rescued girls, one girl completed tailoring training by the organisation and now she is using the skill as occupation in her native place. Three girls were working as domestic work for 6 months in Delhi to earn support for their family and after 6 month they returned back their native place.

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

1. To act as a catalyst for making Delhi safe for women through social legal and economic empowerment
2. To improve Health of women
3. 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.
4. To provide facilities with linkages for school drop outs to return to mainstream and to provide non formal functional literacy
5. To establish a mechanism for linking existing govt. schemes for women and to enable women to access it better
6. To set up a documentation centre 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

1. Skill development and vocational training.
2. Weekly Clinics & Monthly Health Camps.
3. Formation and strengthening of SHGs.
4. Non-Formal Education (for women & children).
5. Health & HIV/AIDS Awareness.
6. Nutrition Demonstration programmes.
7. Samajik Suvidha Kendra (Information-cum-facilitation Desk)
8. Legal Awareness & Rights Counselling / Self-Defence Training.
9. Social Empowerment.
10. Economic Empowerment Initiatives- Skill Building, Micro Enterprise and Entrepreneurship Development.
11. 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 organised by Nirmana or other organisations

Key Achievements of Gender Resource Centre

S.	NAME OF THE ACTIVITIES	ACHIEVEMENT
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No		
1	EDUCATION	Adult Education 60 N.F.E 60 R.A.C 67 student pass-out & 48 students enrolled in mainstreamed
2	ART & CRAFT	
3	COMPUTER TRAINING	
4	VOCATIONAL TRAINING	102 students in Cutting & Tailoring 113 Students in Beautician Course
5	LEGAL SESSION	48 Group session & 24 Individual session
6	NUTRITION	12 Session and 395 beneficiaries
7	INFORMATION DESK	2575 Person received the information from the Gender Resource Center
8	WASH	24 Sessions Imp.
9	DILLI ANNASHREE YOJNA	
10	S.J.S.R.Y. SCHEME	
11	UID	
12	R.S.B.Y.	
13	SELF HELP GROUP	8 Group have formed
14	HEALTH CAMP	6 Health camp organized in this year in which 1287 person attended the camp
15	D.S.Y.	23
16	NATIONAL FOOD SECURITY	3250

Key Achievements of Extension Centre

S.NO	NAME OF THE ACTIVITIES	ACHIEVEMENT
1	Education	Admission of Total Students Adult-19,NFE-30 Admitted at School-22 and remedial-33
2	Information Desk	2130 per have been facilitated in the Information Desk
3	Opd	744 Individuals have supported for medical Facilities

4	Celebration of Important Days	MEETINGS, RALLY, COMPETIONS PARTICIPATED BY 2500 People
5	Community Meeting	220 Meeting have organised in Community for the awareness, mobilise and organise for access the Govt Schemes
6	Anshri Yojana	
7	UID	
8	RSBY	
9	Ration Form	
10	SHG	3 Groups have formed
11	Sanitation(Training)	4 Training have organised
12	Sanitation (Meeting)	24 Meeting have organised
13	Vocational Training	102 Students have been admitted and after the successful course 88 students pass out and engaged for their livelihood