

2018

Annual Report



NIRMANA

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FROM THE CHIEF FUNCTIONARY'S DESK

On 19 March 2018, after a 12 year-long legal battle in the highest court of the land, “*Symbolic Justice*” was all that was offered to the petitioner, National Campaign Committee for Construction Labour (NCC-CL). Justice Madan Bhimrao Lokur of the Supreme Court rather poignantly stated in his judgement that “*No State Government and no Union Territory Administration (UTA) seems willing to fully adhere to and abide by (or is perhaps even capable of fully adhering to and abiding by) two laws solemnly enacted by Parliament, namely, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (the BOCW Act) and the Building and Other Construction Workers’ Welfare Cess Act, 1996 (the Cess Act). Directions given by this Court from time to time to implement the two laws have been flouted with impunity*”. Further on, the judge mentions rather expectantly “***Hopefully, the gravity of the situation in the constitutional and federal context, the human rights and social justice context will be realized by someone, somewhere and at some time***”. NIRMANA, which has been providing logistic support to the NCC-CL since its inception, rose to the occasion to be a beacon of hope to millions of construction workers in this hour of crises.

Various directions in this judgement were the foundation of the NIRMANA’s advocacy activities during 2018. NIRMANA further played a crucial role to build-up consensus among the constituents of National Campaign Committee for Construction Labour (NCC-CL) and engaged with Ministry of Labour and Employment, Govt of India, State and Central Advisory Committee and other Stake holders for implementing the Supreme Court Judgement.

During the year, draft Labour Codes on Social Security & Welfare and Occupational Safety & Health (OSH) were placed in public domain by the government for the purpose of ease of doing business. These Codes threaten to repeal BOCW Act and almost all other central labour welfare legislations in one go. NIRMANA efforts were to bring awareness of the proposed set of Labour Codes. National and state level workshops have been held to critically examine Labour Codes and also chalk out a common strategy to mobilise support against these Codes.

During the year, NIRMANA’s livelihood initiatives were well on their way to achieve to critical mass. While in Jharkhand, a weaver cooperative was established and some space was regained to start our activities. Meanwhile, Delhi team, launched the ‘Nirmala Niketan’ brand-name for our very own line of apparel and accessories. Skill training and certification for domestic workers and their placements were streamlined to ensure greater satisfaction to both employers and domestic workers.

(Subhash Bhatnagar)
Chief Functionary

BACKGROUND

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

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

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

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

In 1996, the National Campaign Committee for Construction Labour (NCC-CL) was able to get the enactment of a comprehensive legislation by the Parliament that was to directly impact the lives of 50 million (now over 100 million) building and other construction workers in India by providing them with social security and other benefits. In the process, NIRMANA shaped and implemented the concept of a Tripartite Board model that aligns government, employers and construction workers to access social security.

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

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

In 2017, a social enterprise involving manufacture of handloom cloth-based garments and accessories had been taken up in Delhi. This tailoring unit sources handloom cloth from our weaving centre in

Jharkhand as well as another partner organisation in Rajasthan for this purpose. This unit now functions under a separate cooperative to develop alternative livelihoods, provide skilling as well as supplementing household incomes.

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

OUR VISION, MISSION AND VALUES

VISION

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

MISSION

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

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

VALUES

Inclusion

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

Commitment

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

Dignity & Respect

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

GEOGRAPHIC REACH

#	Activity	Reach
1.	Advocacy for the Implementation of Building & Other Construction Workers Acts,1996	Pan-India (36 States/UTs)
2.	Directly involvement for the registration under the CW Acts and ensure to provide the benefits to the beneficiaries	Delhi and Jharkhand
3.	Advocacy for the enactment of Comprehensive Legislation for the Domestic Workers	Delhi and source states of Jharkhand, Assam, Chattisgarh, Odisha and West Bengal
4.	Rescue & Restoration of Domestic Workers	Jharkhand (Source) and Delhi (Destination)
5.	Dignified Livelihoods – training and placement	Jharkhand and Delhi

FOCUS AREAS

NIRMANA is an economic justice organisation that addresses the entire continuum of Advocacy-to-Access (A2A) for unorganised sector workers.

NIRMANA is more well-known for its strong advocacy. Over the years, however, NIRMANA has diversified its activities to build campaigns / movement and also addressed the last mile - the real business of creating access to livelihoods, direct services like enrolment, skilling and implementing programmes.



NIRMANA's A2A Roadmap

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

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

National Campaigns.

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

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

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

Dignified Livelihoods.

- Handloom Weaving Centre at Jharkhand
- Skill Development and Placement of Domestic Workers at Delhi
- Social Enterprise (Tailoring Unit) at Delhi
- Collaboration with other skilling partners in Delhi

IMPORTANT ACTIVITIES

A: Advocacy Activities for Construction Workers

National Workshop for Construction Workers

NIRMANA organised a national workshop for construction workers on 13-14 August, 2018 at Jawaharlal Nehru Youth Centre (Tiwari Bhawan), Delhi. The objectives of this workshop were:-

- Build-up consensus on the important Supreme Court Orders and Final Judgement of the PIL of NCC-CL (318/2006).
- Sharing on proposed Model scheme for construction workers and its recommendations.
- Examine Implementation status of BOCW Acts in different states.
- Sharing on proposed implementation of social audit of Building and Other Construction Workers (BOCW) Acts and the broad social audit framework.
- To prepare a roadmap for the implementation of the final judgement of Supreme Court Order on 318/2006 PIL of NCC-CL.



The workshop was attended by 52 reps of 7 states working for the cause of Construction Workers in their respective states. The workshop also discussed on the proposed labour code of Govt of India and how it violates the labour rights in general and of construction workers in particular. As a result of the workshop, a common strategy and action plan was finalised to address the future challenges of proposed labour code and implementation of BOCW Acts on the basis of final Supreme Court order. A model scheme for construction workers was also proposed based on current benefits being provided by various states. After the workshop, it was decided to launch a postcard campaign to raise awareness on the issue of proposed introduction of labour code and repeal of the existing BOCW Acts.

National level Demonstration at Jantar Mantar, Delhi

NCC-CL organised one day national-level campaign against the merger with Labour Codes on Social Security and Occupational Safety & Health on 1 August 2018. It was also demanded that BOCW Welfare Boards should be allowed to continue their functioning in accordance with 19 March 2018 Judgment of the Supreme Court. More than 700 Construction workers from Delhi and reps of 12 Trade Union of Construction Workers from 7



States were participated in the demonstration to support the cause. The demonstration was addressed by a MP from Puducherry, Swami Agnivesh and other dignitaries.

State level Demonstrations and Awareness Campaign

- On 20 August 2018, NCC-CL organised a demonstration in support of the National Strike call by Central Trade Unions in the main labour chowks of Dwarka, Haiderpur, Bawana and Shahbad Dairy to demand the implementation of BOCW Acts and protest against the proposed labour codes. More than 500 Construction Workers were mobilised to give their support.
- On 12 September 2018, NCC-CL participated in a peaceful demonstration in front of Labour Commissioner Office at Delhi along with other organisations working for the cause of Construction Workers. In the demonstration, over 1000 Construction Workers participated to give a memorandum to the Labour Commissioner on the following issues:-
 - Denial of registration, renewal and processing of claim applications of construction workers under Delhi Building & Other Construction Workers Welfare Board (DBOCWWB) by Labour department officers since May'2018.
 - Non-settlement of pending claim cases and non-issuance of pass books to verified construction workers, illegal detention of pass books for renewal, lapsed cases under various social security schemes of DBOCWWB.

'Save the BOCW Acts' Campaign

In light of the threat to repeal the BOCW Acts soon after the directions of Union Labour Secretary to implement Action Plan and Model Welfare Scheme (designed under the directions of the Supreme Court judgement), it was decided to step up advocacy activities of with all parties. On 29 December 2018, a core group meeting of constituents of National Campaign Committee for Construction Labour (NCC-CL) from northern



region was held to firm up a national-level plan to thwart attempts to amalgamate BOCW Acts with labour codes. It was decided to undertake a signature campaign and 'March to Parliament' by construction workers to raise awareness of all stakeholders.

Pilot Social Audit of BOCW Acts

In compliance with the directions of the Supreme Court, a pilot social audit of BOCW board was undertaken from 17 to 24 September 2018 at Delhi. During the brief period of just six days, members of the local community were trained to conduct a social audit. The pilot social audit took place in Shalimar Bagh Constituency, North West District. The bastis that were covered through the social audit were : Nirman Camp, Sanjay Camp, Nehru Camp, Ambedkar Camp,

Lohiya Camp (all in Haiderpur), Bahujan Camp U & V Block, CA Block, Wazirpur Industrial Area, Udham Singh JJ Colony, AO Block, Shalimar Bagh, Singhalpur Gaon, JJ Colony, Ekta Camp, Haiderpur Camp, Ambedkar Nagar Ayurvedic Hospital, Shalimar Gaon, BV Block, Shalimar Gaon, BG Block, Kela Godam (A Block and AA Block), Sahipur Gaon, Beriwalla Bagh Jhuggi Basti.

A total of 2439 live registered beneficiaries as on date were identified from Shalimar Bagh from the records provided by the Board. Out of these 109 claimants (other than education incentive scheme) for the year 2016 – to date, and 823 beneficiaries (of education incentive scheme) for the year 2016-17 were identified. Since full details of these 109 beneficiaries were not available and there were lots of discrepancies in the available information, the team decided to



examine the whole district data on disbursement to understand the required improvements. Over 2000 cases of irregularities were detected in the enrolment and claims sanctioned by the Delhi State BOCW Welfare Board. On the final day of the social audit, a 'Jan Sunwai' or public hearing was held on 24 Sep, 2018 at Haiderpur. A Social Audit Panel was constituted for the conduct of Public Hearing as follows:-

- Mr Lallan Singh - JLC, (North West)
- Mr KM Singh - ALC (North West)
- Mr Parthasarthy - Labour Officer (North West)
- Mr Dharendra Rana – Secretary, DALSA (North)
- Ms Ruchika Singla – Secretary, DALSA (North West)
- Mr Pawan - Zonal Organizing Secretary, Bharatiya Mazdoor Sangh (BMS) *Also, Member of Committee constituted by DGLW for drafting Action Plan and Model Welfare Scheme as directed by Supreme Court in NCC-CL Petition*
- Mr R Sridhar – Environics Trust
- Mr Nikhil Dey - Mazdoor Kisan Shakti Sangathan (MKSS)

Public Hearing was attended by over 1000 construction workers, labour officials of the government, Delhi Legal Services Authority (DALSA) and other Community-Based Organisations (CBOs). This created a huge impact since people became aware of how government department could be made accountable.

A similar pilot project was also conducted in Salumbar Block of Udaipur District in Rajasthan with the support of 'Aajeevika Bureau'. During the social audit large number of case fraud / corruption in the registration and renewal of construction workers as well as clearance of benefits.

Both the pilot projects helped to refine the 'Social Audit Framework' for BOCW Boards as directed by the Supreme Court. The final version of the social audit framework has been

forwarded to the Supreme Court as well as the Director General Labour Welfare (DG LW), Ministry of Labour and Employment for implementation across India.

B: Advocacy Activities for Domestic Workers

National Workshop of Domestic Workers

NIRMANA has organized two days National Workshop on “Inter-State Trafficking of Women and Adolescent Girls for Domestic Work” on 24-25 August, 2018 at Jawaharlal Nehru National Youth Centre, New Delhi. The workshop was aimed to comprehend complex issues related to trafficking of women for domestic work and suggest a roadmap to tackle this problem. The primary objectives of the National Workshop were as follows:-



- To understand the issues of trafficking and migration for Domestic work in the source states of Assam, Chhattisgarh, Jharkhand, Odisha and West Bengal and initiatives of CBOs / NGOs based there.
- To understand the key features of existing anti-trafficking / migration related acts and build-up a common understanding on Trafficking bill and draft Domestic Workers Bill.
- Understand the key points of ILO convention and recommendation for Domestic Workers and the proposed national policy for them.
- To identify key areas of work and prepare an action plan to ensure the rights of Domestic workers and provide for their social security.

The workshop was attended by 63 participants (45 female & 18 male) representing CSOs, NGOs, ILO, academicians, advocates, students and independent Trade Union, and Domestic Workers from the states of Assam, AP, Chhattisgarh, Delhi, Jharkhand, Karnataka, Pune and West Bengal.

The National Workshop and meeting resulted in the following achievements :-

- NIRMANA was able to incorporate the ideas of civil society, unions as well as experts towards the root cause of domestic workers problems.
- Build-up a common understanding of different policies / schemes and legislation which can be executed properly for the rights and welfare of Domestic workers.

Meetings of National Platform for Domestic Workers (NPDW)

NIRMANA organised one day meeting of the National Platform for Domestic Workers at Delhi on 22 January, 2018. This meeting was specially organised to discuss in more detail the

proposed labour codes from the perspective of the informal workers. The main objectives were as follows :-

- To create broader alliances on this subject so that there can be larger mass movement against the labour codes.
- To pressure the state governments to oppose the moves by the Central government towards such centralisation and privatization.

Subsequently, representatives of NIRMANA attended the National Convenors meeting of NPDW at Trivandrum, Kerala on 30 June 2018. The focus of the meeting was to undertake a detailed planning for the proposed 'March to Parliament' of domestic workers. NIRMANA also organized national meeting on 17 April, 28 May, 16 June, 12 July for the detailed planning of the event.

NIRMANA organised one day core group meeting of NPDW at Delhi on 12 December 2018 to discuss the latest draft of Social Security Code, Petition to Parliament, objection of trafficking bill and also to prepare strategy for the forthcoming parliamentary election campaign.

State-level Workshop of Stakeholders at Ranchi, Jharkhand

NIRMANA has organized one-day workshop at Ranchi on 12 October 2018. The objective of this state level workshop of stake holders was to comprehend the complex issues involved and explore possibilities of passing a resolution by State Assembly for the demanding a comprehensive Central Legislation for domestic workers. The day-long workshop was attended by 72 social development professionals, government officials and people's representatives. Representation of 32 organizations was there. A Jharkhand chapter of NPDW has been formed to take forward the Domestic Workers Bill proposed by NPDW. During the workshop Sh CP Singh, Union Minister of State for Urban Development, Housing and Transport, Sh Anup Chatterjee MLA Nirsha, Mr Shiv Shankar Oraon MLA Gumla, Sh Sudhir Kant Sahay, Hind Mazdoor Sabha and other labour department officials decided to take forward the comprehensive Domestic Worker Bill proposed by NPDW and seek open discussion on the proposed Jharkhand Placement and Domestic Workers Bill, 2016.

State-level Workshop of Stakeholders at Guwahati, Assam

A state level workshop was held on 26 September 2018 at Guwahati on the issue of passing the resolution by the Assam State Assembly seeking the enactment of comprehensive central legislation on domestic workers. It was organized by NIRMANA (along with Nirmala Niketan) in alliance with Global Organization for Life Development (GOLD). The workshop was attended by 57 participants including officials from Assam Legislative Assembly, Labour Welfare Department, unions, NGO representatives and Village Defence Party members.

At the end, a NPDW Guwahati chapter was constituted in order to monitor the progress of the implementation of the draft Bill. The General Secretary of GOLD, Dr. Rajeev Kumar Sharma was appointed as the secretary of the committee.

State-level Workshop of Stakeholders at Jashpur, Chhatisgarh

NIRMANA had organised State level Workshop at Pathalgaon, near Jashpur, Chhatisgarh on 15 October 2018. In the workshop, more than 22 organisations, unions and federations working for the cause of trafficking and migration participated. The objective of the workshop was to seek a resolution in the State Assembly for the enactment of Comprehensive Legislation for Domestic Workers.

The workshop discussed on the status of the implementation of existing schemes, Acts of Chhatisgarh, ILO Convention and Recommendations and the salient features of Draft Bill and the participants shared the causes of trafficking in the state of Chhattisgarh.

As a result, a common consensus was built-up among the stake holder on domestic worker related issues and a road map to constitute a state level chapter of Chhatisgarh.

'March to Parliament' by National Platform for Domestic Workers (NPDW)

NIRMANA took a key role in organising the 'March to Parliament' by Domestic Workers held on 2 August 2018. More than 7000 persons, mainly domestic workers from 60 organisations of 12 states participated. More than four lakh signatures were collected for the Petition for onward submission to the Petitions Committee of Lok Sabha and Rajya Sabha. The Rally was meant to demand for the withdrawal of proposed labour codes and demand a separate comprehensive legislation for Domestic Workers. For the first time, reps of seven Central Trade Unions also participated in the march to give their support.



C: Other Advocacy Activities

Advocacy & Lobbying with Ministers and Parliamentarians

NIRMANA team along few representatives of National Platform for Domestic Workers (NPDW - Delhi Unit) had met and sensitized 24 MPs of Lok Sabha & Rajya Sabha through a door-to-door campaign during the Monsoon Session (July-August 2018). The objective of such interactions was to seek support of MPs to reject the proposed labour code and demand for a comprehensive legislation for Domestic workers. In the door-to-door campaign, NPDW team also invited the MPs to address the March to Parliament on 2 August 2018 organised by NPDW. As a result, seven MPs addressed the March to Parliament. All the MPs also assured to give their support and raise the issue in the Parliament and they also endorsed in the Petition.

Awareness Camp on Government Welfare Schemes and Entitlements at Dwarka

NIRMANA organised one day camp at Dwarka Delhi on 5 Dec 2018. The objective of the camp was to achieve the following objectives:-

- To spread awareness about welfare legislations and schemes.
- Strengthen the community's access to the schemes being implemented by the Legal Services Authority (DALSA) and other departments of government.
- Identifying and connecting people to welfare schemes to ensure that fruits of welfare schemes are passed to eligible people.
- To understand legal needs of people and address legal problems of people by giving appropriate advice and taking other necessary steps.



During the camp, NIRMANA collaborated with other organisations like Speed (for HIV/ AIDS testing). More than 200 people attended to obtain information on different Government schemes.

Leadership / Capacity Building Trainings of CBOs and Youth

On 14 Dec 2018, NIRMANA conducted capacity build-up programme for leaders of CBOs of South West and North-West District of Delhi. In the training programme, 50 CBOs members participated. The objective of the programme was to train the CBOs members about the importance of leaders and their style of leadership, importance of people's organisation and how to identify community issues and prepare a plan, and participatory approach to resolve the issues. On 18 December 2018, NIRMANA organised one day training programme of youth at NIRMANA's Training Centre at Haiderpur. 30 youth from different communities of South-West District and North-West District participated who were most children of construction and domestic workers participated. The objective of the training programme was to build-up a common understanding of the root cause of poverty, financial situation of Community as well as the role of good youth leader and how a youth leader can assist to develop vibrant community.



Networking & Collaboration with Organizations / Federations

This year NIRMANA attended many networking meetings in Delhi with different movements to build consensus among them for the support of Domestic Workers Bill.

- a. On 22 and 23 May 2018, NIRMANA representatives attended the Workshop organised by V V Giri National Labour Institute. It was a two-day workshop that planned to

have a detail discussion on the challenges being faced by members of unions in getting construction workers registered across India and to provide a clarity to the participants on the BOCW Act, 1996.

- b. Jharkhand staff of NIRMANA and local community members attended a three days training programme on “Rights Based Approach to Development” from 21 to 24 July 2018 at Gumla, Jharkhand organized by Claretian Society.
- c. On 31 Dec 2018, NIRMANA staff and construction workers attended a national conclave of workers organised by confederation of Central Trade Unions, which aims to prepare a demand charter to submit the group of minister before the elections. In the conclave, NIRMANA also prepared the resolution for Construction Workers and Domestic Workers separately and passed it in the conclave to include the demands in the charter.
- d. NIRMANA was collaborated with IGSSS and WIEGO for drafting an alternative Master Plan of Delhi 2021-2041 that takes into account unorganised sector workers especially construction and domestic workers.

Community Meetings with Domestic Workers and Construction Workers

NIRMANA’s team of seven community mobilisers concentrated on 17 slum communities of North-West and South-West districts of Delhi and organised regular meetings with members. Regular community meeting resulted in closer interaction with the community members, building trust among them, knowing their individual/ family problems and aligning them with different schemes. Ultimately this was very much helpful to establish long-term relationship among the workers and community members. The community mobilisers established five worker facilitation centers, identified 4-5 CBO leaders and youth volunteers in each community.

Internship

5 interns from Delhi School of Social Work, Jamia Millia Islamia and Azimji Premji University Bengaluru had reported during the year. Specific topics related to unorganised sector issues had been given to them for enhancing their knowledge and analysis that will be useful for the organisation.

D: Dignified Livelihoods

Handloom Weaving in Gumla, Jharkhand

This was an eventful year for NIRMANA weavers from the Raidih Block of Gumla District in Jharkhand. NIRMANA has three handloom weaving centres at gram panchayats of Patratoli, Kondra and Basia (currently non-functional). During February 2018, NIRMANA’s



mother weaving centre at Patratoli had to close down as the lease of the space provided to them had expired and it was not renewed further. As a result, an alternative but smaller space was made available by the community on lease at Lasda which had space for just 4 looms. On October 2018, weavers were able to request a visiting Union Minister at Raidih and BDO allotted some space in the block complex. Now the mother unit has got re-established there.

During the year, additional weavers of Bagbotha, Lasda of Pibu panchayat were trained and two batches (total 26 members) of trainees were trained in weaving. A Weavers cooperative (**Nirmala Niketan Gumla Bunkar Swavlambi Sehakari Samiti Ltd**) with 103 members has also been registered under Jharkhand Self-Supporting Societies Act, 1996 on 24 Aug 2018.

Exploring Alternate Livelihood Opportunity in Jharkhand

NIRMANA organised an exposure visit to Udyogini, working in Jharkhand for the enhancement of skill and enterprise training. The objectives of the exposure visit was to build their knowledge, attitude, aptitude and skills of the participants around business idea generation, feasibility, planning, business costing, pricing and assessing of Break Even Point, market negotiation. field area was conducted for the staff and community. After the exposure, Lac culture was identified as potential NTFP for Raidih block on trial basis. One concept seeding training was conducted for 107 participants / villagers from Kondra Panchayat.

One concept seeding training for Lac culture was conducted for 107 participants/villagers from Kondra panchayat in January 2018. A group of 23 farmers were selected initially to follow the scientific mode of Lac culture for the February to June season. Steps of scientific Lac culture were followed with the selected farmers. Good production of Lac was reported by the farmers.

Skill Upgradation and Placement Programme of Domestic Workers in Delhi

Initially a 'Hamara Pehla Kadam' initiative for skilling of domestic workers had been taken up in Delhi. This was in the form of 'Home Managers Training Course' for a period of 15 days. This approach was not considered practical since domestic workers were not willing to join skill upgradation trainings for extended periods without any stipend. It was decided to impart Recognition of Prior Learning (RPL) domestic worker training since it is approved by the National Skill Development Corporation (NSDC) and Government approved certificates are also being provided to successful candidates. As part of the RPL training, 150 domestic workers from Shakurpur and 75 domestic workers from Haiderpur had been trained. Certificates have been handed over to domestic workers from Shakurpur. A study was carried out subsequently ascertain the satisfaction level of the trainees who underwent RPL course which revealed that the domestic workers felt pride in their work.



Two NIRMANA staff ie Preeti Upadhyay and Suman Gupta in Delhi were trained as trainers through Domestic Worker Sector Skill Council (DWSSC) of NSDC. A one-day domestic worker training was also conducted for an external client on payment basis.

Placement of domestic workers in a systematic manner had been undertaken up so that there is an overall enhancement of domestic workers income and also better satisfaction to employers.

Social Enterprises In Delhi

A Domestic Worker Cooperative (Nirmala Niketan Gharelu Kamgar Cooperative Labour and Construction Society Ltd) had earlier been registered in Delhi in 2017. During 2018, GST No has also been obtained for this Cooperative. Under this Cooperative, two social enterprises have started to enhance the earning potential of the members.

- Tailoring Unit for stitching readymade garments from the cloth produced from our handloom weaving center at Jharkhand and a partner organisation in Rajasthan. Garments and accessories produced are marketed under the brand-name of 'Nirmala Niketan' This unit



- also trains part-time domestic workers amongst others for tailoring to enhance their income.
- Distribution of Low Cost Sanitary Pads. Low cost sanitary pads are being distributed on payment to women and girls the community to improve hygiene. Currently this is being done at a trial basis by procuring the napkins from a manufacturer in Delhi. Subsequently, it is proposed to manufacture the same in case economic viability is ascertained.

Collaboration with other Skilling Organisation.

During the year, NIRMANA also collaborated with the following organisations :-

- Prayas –for domestic worker skilling, this organisation has trainers and has necessary capability for long-term domestic worker training also.
- Embiq Technovation for Operator Training on Computerised Embroidery Machine. This organisation is based in Gurugram (about 50 kms from Delhi). The organisation was willing to provide training for two months followed by guaranteed placement. Though awareness about such training was provided in the community, not many youth were forthcoming due to the distance involved in travelling to the training centre.

E: Miscellaneous Activities

Exposure Visit and Staff Capacity Build-Up Programme for NIRMANA Staff

A three-day exposure visit-cum-capacity building programme from 23 to 25 October 2018 at Astha Training Centre, Udaipur. The capacity building programme was facilitated by Ms Manisha Gupta of Start-Up. Following were accomplished during conduct of exposure and capacity-build-up programme:-

- The exposure visit helped staff to understand how other organisations had taken up advocacy / rights-based campaigns.
- During the capacity building training, the staff learnt about the qualities of a change maker, SWOT analysis of their aspirations and prepared an action plan to overcome their weakness.



Rescue of Trafficked Domestic Workers in Delhi and Their Repatriation

NIRMANA rescued five tribal girls who were working as domestic workers in Delhi who were being harassed and abused. After rescuing the girls, NIRMANA was able to retrieve the salary of three domestic workers and restored them in their village. It also helped to place two domestic workers at safe places.

In order ensure proper documentation, case sheet forms have been redesigned to capture full information of the victim and the assistance provided by NIRMANA / Nirmala Niketan.

KEY ACHIEVEMENTS

Advocacy for Construction Workers. Directions in the final judgement delivered of the PIL filed in Supreme Court on 19 March 2018 helped in the addressing the issues of construction workers with Director General Labour Welfare (DG LW) and Secretary, Delhi State BOCW Welfare Boards. A pilot social audit was conducted in Delhi and Rajasthan to develop a suitable implementation framework for social audit of BOCW Acts for the entire country. A model scheme was provided to the DG LW for a unified implementation of the BOCW Act across states.

Advocacy for Domestic Workers. Petition was submitted to the Petitions Committee of both Houses of Parliament to introduce the comprehensive Domestic Worker Bill proposed by NPDW. Regular lobbying with parliamentarians was maintained. Over 7000 domestic workers participated in the 'March to Parliament' held on 02 Aug 2018 wherein NIRMANA (with Nirmala Niketan) alone mobilised 1500 persons. Special efforts were made in the form of organizing state level workshop to reach out to the Domestic Worker organisations of Assam and Chattisgarh and bring these source states on board. Issue of trafficking of women for domestic work was highlighted through our national level workshops for all source states.

Launching Change-Agents. During the year, a new initiative to launch change-agents was started in NIRMANA. Capacity building of potential leaders from construction and domestic workers was undertaken so that these change-agents are better prepared to lead the community. Similarly, selected youth from the community were given a one day youth leadership capsule course so that they can provide the next generation of change-agents

Skill-Development. Domestic Worker training with certification was taken up for domestic workers in Delhi through which over 225 persons were trained. A study indicated that this helped in providing a feeling of dignity amongst the domestic workers. Placement of domestic workers is also being streamlined to provide work to all. Similarly at Jharkhand, handloom weaving was undertaken so that more persons join the weaving centre.

Initiation of Social Enterprises. A tailoring unit was established in Delhi to add value to the handloom cloth produced in Jharkhand and manufacture garments and accessories under the brand-name of 'Nirmala Niketan'. Low cost sanitary napkin is also being explored for better menstrual hygiene of women living in slums and resettlement colonies of Delhi.

New Project. NIRMANA was identified as a new partner to implement the Samaveshi Shehar (Inclusive Cities) 2.0 project by IGSSS. This is a two year project that involves advocacy and livelihoods for construction workers and domestic workers in Delhi.

Organization Development. A comprehensive "Personnel Manual and Policy Compendium" for NIRMANA has been prepared and approval of the Board has been obtained. Systems and processes within the organization are being streamlined to ensure proper documentation. NIRMANA governing board now meets biannually in compliance with governance norms.

Fund-Raising and Communication. For the benefit of the general public and donors, NIRMANA website has been revamped to enhance the content and presentation. Corpus Fund has been established for the very first time. Donations received have been invested in four mutual funds.

Further, in order to tap online giving, the website is linked to a payment gateway which automatically generates Sec 80G certificates on receiving donations. To sustain our work, NIRMANA responded to 12 proposals (from Foundations, Governments as well as CSR) and proactively initiated discussions with three donors. Videography of NIRMANA's work is also currently under progress. Social media presence of NIRMANA on Facebook and Twitter has been enhanced in order to attract youth to our work. These are constantly being updated with new content.

Automation and Technology. NIRMANA now has a dedicated SMS Gateway to send SMS messages to construction workers in Hindi to complete timely renewal of their construction worker cards. All registration and claims of construction workers processed through our organization, is being entered in a database for faster retrieval and analysis.

GOVERNING BOARD

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

*as on 31 Dec 2018

NIRMANA STAFF

#	Name	Designation	Location	Date of Joining	Full-Time / Part-Time
1.	Subhash Bhatnagar	Chief Functionary	Delhi	1 Apr 1988	Full-time (F)
2.	Richard Sundharam	Director Operations	Delhi	1 Jul 2017	F
3.	Chinmayee Samal	Manager Advocacy	Delhi	14 Feb 2014	F
4.	Preeti Upadhyay	Manager Livelihoods & Finance	Delhi	14 Feb 2014	F
5.	Mamuni Pandit	State Coordinator	Jharkhand	10 Apr 2017	F
6.	Sunita Sharma	Project Coordinator	Delhi	1 Apr 2018	F
7.	Madhuri	Community Mobiliser	Delhi	1 Apr 1999	F
8.	Bibiyani Minj	Community Mobiliser	Delhi	1 Apr 2007	F
9.	Suman Gupta	Community Mobiliser	Delhi	1 Apr 2016	F
10.	Kiran	Community Mobiliser	Delhi	1 Apr 2015	F
11.	Bimla	Community Mobiliser	Delhi	1 Apr 2018	Part-time (P)
12.	Nisha Singh	Community Mobiliser	Delhi	1 Apr 2018	P
13.	Usha Kashyap	Documentation Assistant	Delhi	1 Apr 2013	P
14.	Adriyana Kujur	Caretaker & Placement i/c, Nirmala Niketan	Delhi	1 Apr 2009	F
15.	Prem Chand	Office Assistant	Delhi	1 Jul 2008	P
16.	Ravinder Yadav	Block Coordinator	Jharkhand	9 Nov 2018	F
17.	Anup Oraon	Block Coordinator	Jharkhand	20 Jul 2018	F
18.	Surbhi Rajan	Accounts Assistant	Delhi	4 Feb 2018	P
19.	Sujata	Tailoring Instructor	Delhi	12 Oct 2018	P
20.	Hemant Kumar	Office Assistant	Delhi	1 Dec 2017	P

as on 31 Dec 2018

