Dear Domestic Workers, Leaders, Animators, Coordinators, Friends,

My heartfelt greetings to you all!

The year 2011 has gone by leaving many moments and memories for us to cherish. We were able to witness the results of the years of hard work put in by our Domestic Workers’ groups to lobby and take strong action on local, regional, national and international platforms. Together with the several ongoing programmes and projects we witnessed a surge in the growth of the movement. Our years of campaigning and advocacy culminated in several historic achievements for the Domestic Workers.

In June 2011, the International Labour Organization (ILO) adopted an international standard to improve Domestic Workers’ legal status and give them a recognized status as workers under labour laws. 183 countries participated in the conference and the ILO Convention 189 was adopted. This very important convention has liberated Domestic Workers all over the world and empowered them. Domestic Workers need legal protection just as any other wage earner. They now are in a better position, enjoying a legal status that entitles them to the fundamental right to bargain in a collective way.

As the international standards are put in place, Domestic Workers stand a better chance to benefit from national legislation for them, a standard on minimum wages and social security and welfare schemes such as access to health care, maternity benefits, provisions for sickness or any other contingencies and pension for old age. It has now become a challenge for the movement to make sure that its privileges reach out to all Domestic Workers in India.

Appreciation and thanks to each and every Domestic Worker, the leaders and staff, to our supporters and all who in one way or another have contributed to the struggle to usher in this moment that marked a change in the destiny of Domestic Workers all over the world. The movement has grown manifold over the past 26 years since its humble beginnings that took root in Madurai in Tamil Nadu. All of this was made possible by the selfless efforts of many who have at different junctures been involved with the movement. I take this opportunity to express my heartfelt gratitude to you all.

In solidarity,

Sr. Jeanne Devos, ICM
National Coordinator, NDWM
ABOUT US:

More than the movement, there is more to talk about the domestic workers whom we work with. It is for those whose services we often rely on greatly for our day to day household affairs yet fail to recognize and appreciate the important role they play in our lives. Domestic workers are a part and parcel of every Indian household, yet they remain unnoticed even by the law and the so-called people’s representatives. They are ill treated and exploited within the four walls. Laws are made but are hardly communicated and rarely implemented.

National Domestic Workers’ Movement has been involved with domestic workers, children in domestic work and migrant domestic workers for the past 26 years. The work has branched out across 17 states of India. We make all possible efforts to legitimize both domestic work and the domestic worker at all quarters – state, national as well as international.

VISION:

“To create a just society for all domestic workers, where they are treated with dignity and justice, their rights are upheld, their contribution recognized and their voices heard. It also envisions a society where child domestic work is completely abolished and children in domestic work enjoy mainstream education and fuller childhood.”

MISSION:

“As a Movement we commit ourselves to ensure and promote participation of domestic workers in their struggle for rights and justice. We empower domestic workers to fight against all forms of injustice and discrimination.”
DOMESTIC WORKERS AND THEIR WORKING CONDITIONS:

Nearly 90% of domestic workers in India are women or children (especially girls), ranging from ages 12 to 75 and it is estimated that 25% among them are below the age of 14. The majority of domestic workers are illiterate. Domestic workers are engaged in tasks such as cooking, washing, and cleaning, which are traditionally seen as women’s work and considered subservient in nature. In India, the stigma linked to domestic work is heightened by the caste system, since tasks such as cleaning and sweeping are associated with the people belonging to the 'so-called' low castes. Domestic workers are referred to as 'servants' and 'maids' which has resulted in their feelings of insecurity and inferiority. This has further added to the undignified status awarded to the services provided by them.

Domestic Workers are highly exploited and denied just wages and humane working conditions. They are paid well below the minimum wages for unskilled or semi-skilled workers. The working hours of Domestic Workers can vary from 8 to over 18 hours a day. Wages, leave facilities, medical benefits, and rest time are at the employer's mercy. Domestic workers are victims of suspicion. If anything is missing in the house, they are the first to be accused and intimidated with threats, physical violence, police interrogation, conviction, and even dismissal.

A great number of live-in domestic workers are recruited from rural or tribal areas. They have to adapt to an alien environment, culture, and language. Many of them experience a tremendous sense of loneliness because of the solitary nature of the work. This loneliness is compounded by the fact that most have little or no time off and they are unable to communicate with distant friends and relatives. Often they are not allowed to use the telephone and are prohibited from socializing with friends and relatives who are living and working in the same city.
NDWM NETWORK:

NDWM has units in 17 states of India. Each state is headed by a coordinator who works with a team consisting of domestic workers’ leaders, field animators and administrative staff. The work has been decentralized in order to facilitate better efficiency and effectiveness. The state coordinator works closely with the National Coordinator. The work of the Movement has directly affected more than 3 million domestic workers and indirectly all domestic workers in India.

![Table of State Coordinators]

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>State</th>
<th>Coordinator</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Andhra Pradesh</td>
<td>Sr. Lissy Joseph</td>
<td>Hyderabad</td>
</tr>
<tr>
<td>2</td>
<td>Assam</td>
<td>Sr. Teresa Joseph</td>
<td>Guwahati</td>
</tr>
<tr>
<td>3</td>
<td>Bihar</td>
<td>Sr. Leema Rose</td>
<td>Patna</td>
</tr>
<tr>
<td>4</td>
<td>Goa</td>
<td>Sr. Escaline</td>
<td>Alto Porvorim</td>
</tr>
<tr>
<td>5</td>
<td>Himachal Pradesh</td>
<td>Sr. Anne Mathew</td>
<td>Dalhousie</td>
</tr>
<tr>
<td>6</td>
<td>Jharkhand</td>
<td>Fr. Chetan</td>
<td>Ranchi</td>
</tr>
<tr>
<td>7</td>
<td>Karnataka</td>
<td>Sr. Nisha Mathew</td>
<td>Bangalore</td>
</tr>
<tr>
<td>8</td>
<td>Kerala</td>
<td>Sr. Sally Michael</td>
<td>Trivandrum</td>
</tr>
<tr>
<td>9</td>
<td>Madhya Pradesh</td>
<td>Sr. Rosily</td>
<td>Indore</td>
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<tr>
<td>10</td>
<td>Maharashtra</td>
<td>Sr. Christin Mary</td>
<td>Mumbai</td>
</tr>
<tr>
<td>11</td>
<td>Manipur</td>
<td>Sr. Maria Goretti</td>
<td>Imphal</td>
</tr>
<tr>
<td>12</td>
<td>Meghalaya</td>
<td>Sr. Teresa Salemthangi</td>
<td>Shillong</td>
</tr>
<tr>
<td>13</td>
<td>Nagaland</td>
<td>Sr. Therese</td>
<td>Dimapur</td>
</tr>
<tr>
<td>14</td>
<td>Orissa</td>
<td>Ms. Promila Kindo</td>
<td>Rourkela</td>
</tr>
<tr>
<td>15</td>
<td>Rajasthan</td>
<td>Sr. Kirti</td>
<td>Udaipur</td>
</tr>
<tr>
<td>16</td>
<td>Tamil Nadu</td>
<td>Sr. Valarmathi</td>
<td>Chennai</td>
</tr>
<tr>
<td>17</td>
<td>Uttar Pradesh</td>
<td>Fr. Alex Philip</td>
<td>Varanasi</td>
</tr>
</tbody>
</table>

PROGRAMMES AT A GLANCE:

- TRAINING & CAPACITY BUILDING
- EMPOWERMENT OF DOMESTIC WORKERS
- LOBBYING & ADVOCACY
- SOCIAL SECURITY & WELFARE SCHEMES
- ANTI-TRAFFICKING & MIGRATION
- CHILDREN IN DOMESTIC WORK
- NETWORKING
TRAINING & CAPACITY BUILDING:

The primary goal of the Movement is to empower the domestic workers in order that they themselves take up the struggle for dignity, rights, and justice. They are given training on women’s rights and laborers’ rights. Many are illiterate and hence have never had the opportunity to learn or understand the governance in India. Further, to establish the dignity for domestic work and workers, skills in the trade need to be constantly developed. An efficient worker always wins the appreciation of an employer and from appreciation stems compassion and respect.

Domestic Workers’ groups:
There has been a steady growth in the number of groups in places where the movement has been established. Animators facilitate meetings with the groups at least twice a month. The meetings give the workers an opportunity to gather together, share their experiences, discuss and resolve issues and problems. The groups bring about a strong sense of security and solidarity among the workers; within the groups the feelings of love and respect are nurtured.

Formation of groups also allows for adjustments and building stronger relationship among the workers. The groups are also able to come together to form self help groups which give domestic workers benefits of group savings and credit.

Training of Leaders
Animators assist the groups to identify leaders among them. These leaders become the links between the organisation and the domestic workers in the area. The leaders take on the responsibility of training the women in their groups and mobilizing them to participate in the causes for justice.

Regular leaders meetings and training programmes are conducted to keep them updated on the activities, the upcoming events, and the actions taken in lobbying with the government. Leaders are motivated to mobilize the women in their groups to participate in the regular activities of the Movement, to handle cases and submit applications for welfare schemes at welfare departments. They also bring the needs of the domestic workers to the notice of the Movement.

Training programmes to develop their communication skills and leadership qualities are conducted.

Topics covered:
• National Policy for the Domestic Workers
• Protection of Women against Sexual Harassment at Workplace Bill
• I.L.O. Convention 189 and Recommendation 201
• Minimum wages for Domestic Workers
• Empowerment through Trade Union
• Welfare Board: Formation & functions
• Health awareness for prevention of disease and promotion of health
• Awareness about social security & welfare schemes

Skill enhancement trainings:
1. Tailoring classes
2. Mosquito repellant making
3. Embroidery
4. Cookery
5. Detergent making
6. Phenyl making
The trade union has been an age-old employee organization. Though down through the centuries the institution of trade union has evolved considerably, a rather negative image has been awarded to the concept of union by the general public and it has remained so. The National Domestic Workers Movement that has had been involved for over 26 years with Domestic Workers in India in advocacy activities for their rights, believes that its high time that the domestic workers take over the baton wholly and independently. The organization understands that until and unless DWs are weaned and take the very first steps today, they will not learn even for another 25 years. The process of unionisation is envisaged to be a step towards invoking the initiative of the domestic workers to come to the fore of their struggle and is expected to aid in achieving the following:

- Classify domestic work as a legitimate form of work
- Ensure that domestic work is free from any form of exploitation
- Ensure that domestic workers have dignity and rights like any other workers
- To facilitate decent wages and better working conditions for the workers.
- Training that is oriented towards upward mobility in the status of the workers.
- To facilitate social security and welfare measures for improving the lives of the workers.
- To encourage and inculcate among the workers the values of sincerity, hard work, responsibility and discipline.

In the year 2011, Domestic Workers have registered themselves as unions in the five states of Kerala, Andhra Pradesh, Tamil Nadu, Jharkhand and Bihar. Several other states that have submitted applications for registration are awaiting their formalization. The domestic workers’ unions are beginning to show that they can indeed sustain themselves. The achievements and results are very encouraging for workers in other states to follow and emulate. The Movement has learnt a lot from the workers in this process. Congratulations domestic workers!

**LOBBYING AND ADVOCACY:**

Lobbying and advocacy are the democratic means that ought to be employed to facilitate recognition of the struggle for attainment of rights. NDWM has understood the importance of making use of these for ensuring an identity to domestic workers and making them visible to policy makers, implementers, enforcers and the public at large. Our team of social workers is in regular touch with political leaders, ministers, labor commissioners and other government officials to steer the cause of domestic workers in their struggle to obtain their rights.

The methods used for lobbying and advocacy activities are signature campaigns, demonstrations, post-card campaigns, delegations visiting key figures in the public and political
domains, submission of memorandums, networking with other organizations, press conferences, media campaigns etc. The key events of 2011 were:

1. **Signature campaign**, demanding the Indian Government to support the ILO convention 189, to ensure National policy and to include domestic workers in the **Sexual Harassment Bill**. 1,00,000 signatures endorsed the campaign.

2. **Post card Campaign** insisting on the inclusion of women domestic workers in the Protection of Women against Sexual Harassment Bill 2010. 8,000 post cards were sent to the M.P’s and The Women & Child Development Minister. 25,000 Post cards were sent to, Mr. Manmohan Singh the Prime Minister of India, The Labour minister of India, Sonia Gandhi UPA Chairperson and Rahul Gandhi Congress General Secretary requesting the ratification of the ILO convention 189 and inclusion of domestic workers in the Sexual Harassment Bill 2010.

3. **Rallies and demonstrations**: Rallies and demonstrations were held in different states protesting the complacency of the government towards the rights of domestic workers.

4. **Press Conferences** to raise awareness among the general and media about the issues of the domestic workers, children in domestic work and migrant workers and lobby for their rights.

Memorandums were sent to all the major trade unions like AITUC, HMS, INTUC and CITU to persuade the Indian Government to support and the ratify the ILO convention in favour of the Domestic Workers. They were also requested to raise the issue in parliament.

The lobbying and advocacy activities were taken up by domestic workers themselves through the Movement at various levels, local, regional, state, national and international raising the following key issues:

? Inclusion of Domestic Workers in the “**Protection of Women against Sexual harassment at workplace Bill 2010**”

? Extension of the **Rashtriya Swasthya Bima Yojana** to domestic workers

? Indian government’s support to the **ILO Convention, 2011** in which the rights of DWs are under special consideration

? Implementation of the Domestic Workers’ Welfare Boards in various states of India, to begin with in Maharashtra.

Also several delegations met key people in the political arena as well as the public domain
DOMESTIC WORKERS’ DELEGATION MEETS MRS. SONIA GANDHI, CHAIRPERSON, NATIONAL ADVISORY COUNCIL

A delegation of eight domestic workers along with the key personnel of NDWM met Mrs. Sonia Gandhi, Chairperson, National Advisory Council at her residence at 10 Janpath, New Delhi on 16th April, 2011. The delegation brought to Mrs. Sonia Gandhi’s attention several of the issues faced by the Domestic Workers in India. After listening carefully she told them about NAC’s initiative in constituting a Working Group on Domestic Workers to address their issues. She also told the delegation that she has written to the Government of India regarding the inclusion of DWs in the Sexual Harassment Bill. She took special note of the following issues:

1. Implementation of minimum wages for Domestic Workers.
2. Extension of Social Security to DWs.
3. Registration and regulation of recruitment agencies.
4. Inclusion of Domestic Workers in the “Protection of Women against Sexual harassment at workplace Bill 2010.”
5. A National legislation to protect the rights of domestic workers.

SOCIAL SECURITY & WELFARE SCHEMES:

In India the state of social security is quite different from that of a developed nation. Only a small cross-section of the organised labour force in India is covered under any kind of social security scheme. The Directive Principles of the Constitution make it mandatory for employees to enjoy social security benefits either solely at the cost of the employer or with the mutual contribution of the employer and the employee. Though it is the employees who are entitled the protective benefits the responsibility of the statutory compliance is solely vested with the employer. Domestic workers often do not enjoy any such benefits as domestic work often tends to be an invisible form of labour. The employers feel complacent in keeping the DWs’ identity and status in oblivion as otherwise they would be required to ensure social security benefits for their employees as per legal provisions.

NDWM attempts to ensure that to begin with DWs at least benefit from the government sponsored social security schemes. They are also assisted in obtaining ration cards under the BPL/APL categories through the networks of the Rationing Kriti Samithi. Following is a list of the many schemes which DWs can avail of and the status of their enrollment:
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Scheme</th>
<th>DWs enrolled</th>
<th>DWs benefitted</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rashtriya Swasthya Bima Yojana</td>
<td>2259</td>
<td>Awaiting redressal</td>
</tr>
<tr>
<td>2</td>
<td>Janashree Bima Yojana</td>
<td>531</td>
<td>93</td>
</tr>
<tr>
<td>3</td>
<td>Old Age Pension</td>
<td>512</td>
<td>138</td>
</tr>
<tr>
<td>4</td>
<td>Widow Pension</td>
<td>421</td>
<td>303</td>
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<tr>
<td>5</td>
<td>Shravan Bal Yojana</td>
<td>59</td>
<td>Awaiting redressal</td>
</tr>
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<td>6</td>
<td>Sanjay Gandhi Niradhar Yojana</td>
<td>118</td>
<td>Awaiting redressal</td>
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<tr>
<td>7</td>
<td>Marriage aid</td>
<td>273</td>
<td>68</td>
</tr>
<tr>
<td>8</td>
<td>Ration Card</td>
<td>90</td>
<td>74</td>
</tr>
<tr>
<td>9</td>
<td>Scholarships for children –LIC</td>
<td>105</td>
<td>Awaiting redressal</td>
</tr>
<tr>
<td>10</td>
<td>Voter’s ID card</td>
<td>1115</td>
<td>729</td>
</tr>
<tr>
<td>11</td>
<td>Maternity benefit</td>
<td>51</td>
<td>2</td>
</tr>
<tr>
<td>12</td>
<td>Kanya Suraksha Yojana</td>
<td>53</td>
<td>16</td>
</tr>
<tr>
<td>13</td>
<td>BPL forms filled</td>
<td>384</td>
<td>156</td>
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<tr>
<td>14</td>
<td>Kanya Vivah Yojana</td>
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<td>3</td>
</tr>
<tr>
<td>15</td>
<td>Pradhan Mantri Rozgar Yojana (PMRY)</td>
<td>1200</td>
<td>875</td>
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<td>16</td>
<td>Indira Awas Yojana</td>
<td>43</td>
<td>16</td>
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<tr>
<td>17</td>
<td>Senior citizen scheme</td>
<td>317</td>
<td>179</td>
</tr>
<tr>
<td>18</td>
<td>NREGS – Job Cards</td>
<td>6000</td>
<td>Awaiting redressal</td>
</tr>
</tbody>
</table>

**ANTI-TRAFFICKING AND MIGRATION**

Trafficking is closely linked to forced migration. It has most often been linked to prostitution but trafficking also provides forced labour, especially for domestic work. Trafficking of children, minor girls and women for domestic work is one of the fastest growing areas in inter-country and intra-country trafficking. With the nuclear family fast becoming the norm among the urban middle and upper classes, the demand for the live-in ‘domestic worker’ has exponentially risen. In response, placement agencies recruiting domestic workers have mushroomed across the country’s metros.

The victims are predominantly trafficked from rural, tribal areas or drought and cyclone ridden areas to the cities of India. About 10% of all such victims are trafficked to foreign countries. The majority 90% of trafficking in persons in India is domestic in nature (i.e. intrastate and interstate). India is a destination as well as a transit country. The most prominent sectors employing trafficked people in India are *domestic work*, commercial sex work, bonded labour in various industrial, agricultural and entertainment sectors and begging.

Women and girls are trafficked within the country on the pretext of domestic work and often end up in bonded labour and even prostitution. Trafficking of young girls from the tribal belt to cities is spiralling. Religious pilgrimage centers and cities popular for tourism continue to be vulnerable to child sex tourism. There are also victims of labor trafficking among the hundreds of thousands of Indians who migrate willingly every day to the Gulf and other countries and Malaysia for low/semi-skilled and for domestic work.
<table>
<thead>
<tr>
<th>No. of Trafficking agents identified</th>
<th>No. of victims rescued/repatriated/rehabilitated</th>
</tr>
</thead>
<tbody>
<tr>
<td>132 (majority are from Orissa)</td>
<td>378 rescued, 9 rehabilitated &amp; 109 repatriated</td>
</tr>
</tbody>
</table>

One of the focus groups of the National Domestic Workers' Movement are the Migrant Workers. This work is mainly carried out in the states of Bihar, Kerala, Tamil Nadu, Andhra Pradesh, and the North-East. Civil society and the policy makers are informed of the migrant workers’ issues through public meetings and through the advocacy and lobbying activities. Anti-trafficking activities are carried out in both the source states such as Jharkhand, Orissa, Bihar, Uttar Pradesh and North-Eastern states as well as destination states of Delhi, Maharashtra, Kerala, Goa etc. Sr. Jeanne Devos observes, 90% of the trafficking from Orissa serves the destination state of Goa.

As a result the following were achieved
1. Youth groups were formed to monitor trafficking and forced migration
2. Meeting with agents to make them aware of the rights of migrant workers
3. Migrant workers have begun using the guidelines provided to them before migrating such as, asking for the address of the employer, discussing about their wage, hours of work, holidays, etc.

ATROCITIES ON DOMESTIC WORKERS: SAD BUT PAINFULLY TRUE

**Rape & Murder:**
Fourteen year old Jyoti (name changed) was employed as a domestic worker at the residence of Vikram (68). The incident took place in Thane, Mumbai. On the day of the incident, the employer's wife was not in town. Seizing this opportunity, the employer, Vikram raped Jyoti. Thereafter he brutally murdered her by strangling and threw her on the staircase. Later he rang the call bells of the neighbors and told them that the girl had fainted and fallen. Thereafter he took her to a hospital and admitted her. Then he came back to his house and tried to destroy the evidence.

The staff and the domestic workers associated with National Domestic Workers' Movement staged a demonstration demanding justice for Jyoti. Following this the family was assisted with the necessary procedures of FIR, post-mortem reports and medical reports. Due to the interference of some groups with vested political and personal interests we could not proceed further. Jyoti is yet to receive justice; will society still turn a deaf ear?

**False accusation of theft:**
Usha Patil a widow and mother of four children was employed as a domestic worker at Ramesh Patil's residence. The employer's wife accused her of having stolen a mobile phone. But the DW was innocent and on her request the staff of NDWM accompanied by five DWs visited the employer's residence. They told her that the woman was not involved in the theft. But the employer's family was reluctant to accept the Domestic Worker's statement. As the employer was adamant, the group from NDWM informed him that a police case would be filed against him as he was falsely accusing his employee. The incident was discussed with the employer's neighbor in whose house also the DW worked. She stated that she had never experienced any difficulty with the DW during the past ten years that she had worked with her. She also added that Mrs. Patil suffered from a mental problem. The mobile was found after two days in the employer's residence and they apologized to the DW for having accused her without any reason.
CHILDREN IN DOMESTIC WORK

Though sad, it's true that children are being dragged into domestic work. This is often carried under the guise of providing food, shelter and education to poor children. In fact it is a very innocent face to a cruel phenomenon. NDWM has been working with children in domestic work and makes all possible efforts in facilitating their rescue, rehabilitation and repatriation.

In the year 2011 about 2099 children who were caught up in domestic work were identified across all the states where NDWM works. The organization believes that education is vital in rehabilitating these children. Initially children in domestic work are enrolled in a bridge school to orient them with primary education. As a next step they are provided support and a scholarship to pursue mainstream education. Those unable to cope with mainstream education are provided vocational training. NDWM also conducts various awareness campaigns in school and communities and hosts seminars and trainings for children in domestic work. These programmed benefitted about 5000 children in different areas of the organization’s work in 2011.

CASE INTERVENTIONS WITH CHILDREN IN DOMESTIC WORK:

A DREAM COMES TRUE:

12 year old Rita (name changed) was fourth among the five children of late Mr. Ram Suchit Rawat and Mrs. Sushila Devi. Following the demise of her father the sole breadwinner, two years ago, her mother Sushila who was about fifty five years old was unable to earn enough to take care of her children. In the midst of such a situation Mrs. Meena (name changed) their neighbour offered to take care of and give the then ten year old Rita proper
schooling, on the condition that she help the family in the house hold work like her own children did. Sushila trusted Meena and sent the child to the family for her better future. Unfortunately Rita was made to do all the work in the home and even baby-sitting for the whole day. This continued for two years.

The matter came to the notice of NDWM staff in the course of a visit to Sushila’s village, Ethuria and sprung into action immediately. They discovered on further probing that Rita had not been paid at all for the last two years. Rita was still hoping to go to school and have a bright future. The team from NDWM confronted Meena and asked her why she had not kept her word to Sushila to take care of her child and educate her. Initially Meena was unwilling to cooperate or free the child. The team citing the Prohibition of Child Labour Act and the Right to Education Act advised Meena to choose either to free the child or be prepared to face legal action. Alarmed Meena agreed to free the child immediately. But the NDWM team further demanded compensation for the two years the child had slogged for them. The employer agreed but only gave a little amount as past salary. Rita now enrolled in school smilingly says, “I will study, become a social worker and will not allow any child to get trapped in domestic work.”

**WE NETWORKED WITH:**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Organizations Networked With</th>
<th>Place</th>
<th>Purpose/Occasion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Action Aid, North-East Network</td>
<td>Meghalaya, Tamil Nadu</td>
<td>Media advocacy programmes on the functioning of different social security schemes in Meghalaya, Village level meeting, Discussion on feminism &amp; Women’s/ workers’ rights</td>
</tr>
<tr>
<td>2</td>
<td>Action against trafficking &amp; sexual exploitation of children- (ATSEC)</td>
<td>Patna, Bihar</td>
<td>To rescue and rehabilitate CDWs</td>
</tr>
<tr>
<td>3</td>
<td>Nirmal Mahila Kendra</td>
<td>Darbhanga, Bihar</td>
<td>Organize and train part time DWs</td>
</tr>
<tr>
<td>4</td>
<td>AITUC</td>
<td>Kerala</td>
<td>Train DWs for unionization</td>
</tr>
<tr>
<td>5</td>
<td>Youth Deanery- Bhagalpur diocese</td>
<td>Bhagalpur</td>
<td>Create awareness among tribal youth, women, and students on trafficking and safe migration</td>
</tr>
<tr>
<td>6</td>
<td>NABARD</td>
<td>Assam, Meghalaya</td>
<td>Linkage with the DWs, SHGs</td>
</tr>
<tr>
<td>7</td>
<td>CHABIJH</td>
<td>Ranchi, Jharkhand</td>
<td>Health Awareness for Adolescents, International Girl Child Day</td>
</tr>
<tr>
<td>8</td>
<td>Dainik Jagaran</td>
<td>Ranchi</td>
<td>Seminar on Gestation Diabetics</td>
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<tr>
<td>9</td>
<td>Hotel Green Horizon and Capitol Residency</td>
<td>Ranchi</td>
<td>Skill Training for DWs</td>
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<tr>
<td>10</td>
<td>Snehalaya</td>
<td>Assam</td>
<td>“Protection of Child DWs from abuse &amp; exploitation”</td>
</tr>
<tr>
<td>11</td>
<td>Child Line Welfare</td>
<td>Assam</td>
<td>“Protection of Child DWs from abuse and exploitation”</td>
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<td>Sr. No.</td>
<td>Organizations Networked With</td>
<td>Place</td>
<td>Purpose/Occasion</td>
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22nd National Coordinators’ Meet

The 22nd National Coordinator’s Meet was held from 29th September to 1st October 2011 at Sarvodaya, Goregaon. The meet was graced by the presence of the leaders of the Movement Fr. Felix and Sr. Jeanne who motivated the group with their powerful words.

The Coordinator’s Meet also provided an opportunity for all the State Coordinators to come together and share their success stories, issues and concerns and find solutions. Sr. Christy shed light on the progress with the inclusion of domestic workers in the “Protection of Women against Sexual Harassment at Workplace bill 2010.” Fr. Chetan spoke about the social security schemes for domestic workers and minimum wages. The Meet clearly reflected the teamwork and solidarity among the coordinators of NDWM.

13th National Animators’ Meet

The thirteenth National Animators’ Meet, held at Hyderabad from 9-11th Feb 2011 was attended by 120 animators and the respective coordinators from 17 states. The resource person, Prof. Dr. Peter shared with the animators, the vulnerability of children in society. He also spoke on the problems and long term impact associated with trauma, abuse and exploitation of children. He told the group that we who work for children need a lot of positive energy for ourselves - each one should tell all the others, “what they are proud of doing for children.”

A group comprising 35 domestic workers gathered and shared their experiences as domestic workers and the struggles faced by them. They shared that initially they were not interested in joining the Movement but later they got interested once they learnt of the benefits of being part of a movement.
The 100th International Labour Conference hosted by ILO in June 2011 at Geneva, gave a ray of hope to 100 million domestic workers worldwide by bringing them within the ambit of the international labour norms. Mr. Juan Somavia, Director General, ILO, commented “We are moving the standards system of the ILO into the informal economy for the first time, and this is a breakthrough of great significance and history is being made.” The conference, at which representatives of the governments of 183 member nations, representatives of the domestic workers themselves and their employers participated, adopted a Convention and Recommendation on Domestic Workers on 16th June 2011.

In March 2011 the ILO had published Report IV (2), “Decent work for Domestic Workers” (the “blue report”). This was a two part report consisting of: Report IV (2A): which compiled the replies of the governments, employers and domestic workers’ organizations to the questions put forth by the ILO in the brown report and Report IV (2B): which contained the final draft texts of the Convention and Recommendation that was used as a basis for the negotiations in June 2011.

The final draft texts of the Convention and Recommendation (brown report) were discussed during the first ten days of June and adopted finally on the 13th of June 2011 by the Tripartite Committee on Domestic Work. The Conference delegates adopted the Convention and the Recommendation on Domestic Workers by a vote of 396 to 16 with 63 abstentions and 434 to 8 with 42 abstentions respectively on June 16, 2011.

The Convention defines domestic work as work performed in or for a household or households. It recognizes the significant contribution domestic workers make to the global economy and affirms that they must have the same basic labour rights as those available to other workers: reasonable hours of work, weekly rest of at least 24 consecutive hours, a limit on in-kind payment, clear information on terms and conditions of employment, etc.

The Convention invites member states to respect and ensure effective promotion and protection of human rights of all domestic workers including freedom of association, collective bargaining and protection against all forms of abuse, harassment and violence, social security benefits, access to courts and tribunals, etc. the instrument also provides for special measures to protect those workers who because of their young age or nationality or live-in status, may be exposed to additional risks. The new standards make it clear “domestic workers are neither servants nor members of the family, but workers,” said Manuela Tomei, Director of ILO: Conditions of Work and Employment Program.” The convention is indeed the greatest gift that the world can offer to its 100 million domestic workers.
Six NDWM representatives, Sr. Jeanne Devos, Sr. Christy, Sr. Lissy, Sr. Sally, Ms. Wanpynhun and Fr. Chetan besides the official Indian delegation witnessed this great event and lobbied with the delegates at the Conference. WSM and ACV-CSC, Belgium were instrumental in ensuring the participation of the NDWM participants at the ILC. The National Domestic Workers Movement unceasingly continues to lobby with the different stakeholders, particularly with the Govt. of India to ratify the Convention. The approval of the Union Cabinet to place the C-189 before the Parliament is a step forward in this regard.

“PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT AT WORKPLACE BILL 2010”: OUR EFFORTS BEAR FRUITS

The Parliamentary Committee headed by Shri. Oscar Fernandes to review the Bill, in its report tabled in both the houses of Parliament on 8th December 2011 has recommended the inclusion of Domestic Workers in the Protection of Women against Sexual Harassment at Workplace Bill 2010. The exclusion of domestic workers in the Bill had been an issue of grave concern for many including the state governments who had supported the draft bill.

The Committee reached this decision after a series of extensive deliberations with many stakeholders apart from consulting the Ministry of Women and Child Development. The views of the National Commission for Women, NGOs like Saheli, Sewa, PRIA, Centre of Indian Trade Unions, All India Women Conference, National Domestic Workers Movement, INSAAF, YWCA and other organizations like NASSCOM, CII, SCOPE etc. and Office of Chief Labour Commissioner were given due consideration. They had all responded to the committee’s press release on Jan 10th 2011, inviting views and suggestions of the general public as well as the stakeholders on the proposed bill.

National Domestic Workers’ Movement and Trusts from across the country had approached the Ministry through a postcard campaign advocating that ‘Domestic work is work and domestic workers are workers, and they should be included in the Bill’. A signature campaign in the form of representations signed by many individuals highlighting the vulnerability of domestic workers was also sent. A specific representation was made by the National Domestic Workers’, Bihar requesting the inclusion of domestic workers within the ambit of the Protection of Women from sexual harassment at workplace Bill. Also, the North-east Regional Domestic Workers’ Movement reiterated the need for such inclusion in view of the fact that the crux of the Bill was to provide constitutional safeguards with statutory provisions to all working women.

The lobbying and advocacy activities undertaken by the National Domestic Workers’ Movement and its state units have received special acknowledgment in the report of the committee. Domestic workers and organizations representing them are overjoyed with this move of the Parliamentary committee to recommend the inclusion of domestic workers in the Bill.
EXTENSION OF RASHTRIYA SWASTHYA BIMA YOJANA (RSBY) TO DOMESTIC WORKERS

The Union Cabinet approved extension of the Rashtriya Swasthya Bima Yojana (RSBY) to all registered domestic workers in the country on 23rd June 2011. With the extension of the scheme it is expected that approximately 47.50 lakh domestic workers in the country would be benefitted. The scheme envisages smart card based cashless health insurance cover up to Rs.30,000 in any empanelled hospital anywhere in the country. The funds will be allocated from the National Social Security Fund for Unorganised Workers. The animators are working in close coordination with the domestic workers to facilitate the legal formalities required for registration of the domestic workers for enrollment in the scheme. The domestic workers being mostly illiterate feel stranded when they are asked to go through such official formalities. The animators and staff to the best to help them out through we envisage a time when the domestic workers are able to handle these technicalities on their own.

INTERVENTIONS OF NDWM IN VARIOUS STATES

Rajasthan:
- 3000 domestic workers were mobilized and are being trained on their rights
- Employees were made to pay the dues to their domestic workers
- Justice received against a case of false accusation by the employer against a domestic worker for stealing jewelry

Jharkhand:
- Wider media attention to the campaigns promoting inclusion of women in the Protection of women against sexual harassment at Workplace Bill, 2010, Support of the ILO Convention 2011.
- Minimum Wages for Domestic Workers were fixed on April 1st 2011.
- Huge turnout of signatures for the campaign in support of the ILO Convention.
- 400 children part of the Child Domestic Workers’ Groups
- 25 children identified and trained for a street play.
- Sponsored a children’s campaign for CDWs’ access to better education
- Formation of football team of CDWs and conducting practice sessions for their participation at the state level championships.

Andhra Pradesh:
- Conducted several campaigns in support of the ILO Convention 2011.
- Over 30 children were admitted to welfare hostels run by other NGOs.

Madhya Pradesh:
A domestic worker ousted from home by her husband was paid a sum of Rs. 5 lakhs as compensation through the organisation’s intervention
- Participation of DWs belonging to the Muslim community in the Movement.
- Issuance of ID cards to the domestic workers by the Chief Minister.

Orissa:
- As a result of the Movement’s intervention an employer who beat up and dismissed a domestic worker from work was arrested by the police.
- Employees were made to pay the dues to their domestic workers employees.
Himachal Pradesh:
- Enrollment of Domestic Workers in government sponsored insurance schemes
- Under-age children working in hotels and houses were identified, rescued and rehabilitated/repatriated.

Bihar:
- Trainings were imparted on minimum wages and migration
- Unionisation process initiated
- Awareness programs were conducted for parents whose children had been sent for domestic work.

Kerala:
- Advocacy and lobbying activities were conducted for the ILO Convention 2011, Protection of Women against Sexual Harassment at Workplace Bill 2010 etc.
- Several demands have been placed before the State government including special welfare schemes for domestic workers

North-East:
- Shelter homes catering to the needs of children rescued from domestic work.
- Bridge schools being run for children above the age of 12 years to prepare drop-outs to continue normal schooling.
- An array of activities being conducted with a network of over 1500 children in domestic work.

Tamil Nadu:
- Rallies and public meets in 16 districts of the state demanding the inclusion of DWs in the Protection of Women Against Sexual Harassment at Workplace Bill 2010, ILO convention 2011 and Comprehensive National legislation for the DWs.
- Awareness campaign on the rights of domestic workers.
- Over 40 CDWs were rescued and enrolled for mainstream education.
- Conducted evening tuition classes for CDWs to reduce the drop-out rate
- Screening of a movie Kutti depicting child domestic workers to create awareness.

Karnataka:
- Submitted a memorandum to the State labor Commissioner for inclusion of DWs in the Protection of Women against Sexual Harassment at Workplace Bill 2010.
- Witnessed a huge turn-out of 2200 children in domestic work in the Children’s Day Celebrations.
- Got the signature of over 50000 DWS for the campaign in support of the ILO Convention 2011.
- Running shelter home that caters to the needs of CDWs, children sold for domestic work and children of domestic workers.
- Providing regular in-house counseling to the children
- Imparting behavioral training

Maharashtra:
- The work of the movement has impacted thousands of DWS witnessed by the huge turn-out of 28,000 DWs at the Domestic Workers’ Day rally organized in 7 districts of Maharashtra.
DOMESTIC WORKERS’ DAY:
9th of January is celebrated every year as Domestic Workers’ Day by domestic workers in India associated with the National Domestic Workers’ Movement. It is an important annual celebration that is organised and celebrated in a grand way across the different states of India wherever NDWM has set foot. This day is of great significance to the domestic workers and is marked by rallies, demonstrations and public meets. At these gatherings they meet their peers, share their stories, and stand united. It is a public spectacle of its kind.

The Domestic Workers’ Day celebrated in 2011 across India focused on three key demands:

1. Inclusion of Domestic Workers within the purview of the Protection of Women against Sexual Harassment at Workplace Bill 2010.
2. The government’s support to the ILO Convention 2011 on Decent Work for Domestic Workers.
3. Formulation of a comprehensive national legislation for domestic workers.

Uttar Pradesh:
The signature campaigns held in support of the ILO Convention 2011 gained a lot of media attention
110 DWs were enabled to procure ration cards and several others received benefits of old-age and widow pension.
The process of unionisation has been initiated in the state.
Rescued about 100 children and enrolled them in regular schools.
Several children have been given vocational training.

IN SUMMARY:
A draft National Policy for Domestic Workers has been prepared by the Task Force on Domestic Workers and the same has been uploaded on the website of the Ministry of Labour & Employment (MOLE), the Government of India in November 2011.
Union cabinet approved the proposal for presenting the ILO Convention: 189 (Decent work for Domestic Workers) and Recommendation: 201 before the Parliament in September 2011.
The Domestic Workers’ Union was registered under the Trade Union Act 1926 in the five states of. – Kerala, Andhra Pradesh, Tamil Nadu, Jharkhand and Bihar.
Wider media attention to the campaigns promoting inclusion of women in the Protection of women against sexual harassment at Workplace Bill, 2010, Support of the ILO Convention 2011.

CELEBRATIONS:
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3. Formulation of a comprehensive national legislation for domestic workers.
The other demands included the constitution of the domestic workers’ welfare board, implementation of minimum wages for DWs etc.

Around 28,000 domestic workers gathered across the various districts of Maharashtra viz. Mumbai, Nasik, Solapur, Kolhapur and Satara. The spectacular rally and public meet did catch the attention of media and the general public. In Solapur alone there was a gathering of about 6,000 DWs. It was an opportunity to boost their self-confidence and generate awareness about their rights.

On 7th January, 2011, the Karnataka Domestic Worker’s Movement celebrated Domestic Worker’s Day at Bangalore. The programme began with a rally from Providence Convent at Thavarekere main road and proceeded towards St. John’s Medical College Hospital Auditorium. About 1500 domestic workers from various parts of Karnataka participated. The rally was followed by a public meeting that was attended by many prominent personalities from the Government departments and NGOs of Bangalore.

In Indore, Madhya Pradesh, the International Domestic Workers Day was celebrated on 9th January, 2012. The day began with a rally proceeding from Shivaji Vatika (White Church Square) to St. Raphael’s School Auditorium. After this the cultural programme and public meet were held. 1000 DWs, the staff and special invitees participated in the programme.

The Tamilnadu Domestic workers Movement celebrated the Domestic Workers day in 18 Districts of Tamil Nadu. The day was very efficiently executed through various activities like rallies, demonstration, street corner campaigns, and public meets in each of the districts.

The Day was celebrated on 16th January 2011 at Ranchi, Jharkhand. About 2500 domestic workers and children in domestic work from Ranchi participated in the public function organized at the Ranchi College ground chaired by Shri Vishnu Kumar, Principal Secretary, Labour, Govt. of Jharkhand. The event was marked by signature campaigns and rallies to voice the DWs key demands. Mr. Vishnu in his address urged the DWs to federate into unions to be in a better position to voice their demands.

In Kerala, the day was marked by dharnas being staged in most places. The DWs gathered in large numbers in Trivandrum, Kollam, Ernakulam and Thrissur. They also took out a rally and the celebrations came to a close with a public meet.

In Nagaland the Domestic Workers Day was celebrated on January 29th 2011 with the theme “Dignity, Justice and Empowerment” at Lakeview Khermahal Assisi Hall, Dimapur. Joint Labour Commissioner, Head of the Department, Directorate of Labour and Employment Shri E. Nungshiyanger Aier was the chief guest on the occasion.
CHILDREN’S DAY OF HOPE:

On 17th and 20th February-2011, the Children’s Day of Hope was celebrated in Bangalore, Mysore, Mandya, K.G.F and Chikmagalur. The day’s programme consisted of motivating talks on hope, child rights and significance of quality education for children. The children performed skits, dance and sang songs.

The Day of Hope was celebrated in Andhra Pradesh on 26th February. 140 children were taken to Lumbini Park to enjoy their right to play and boating was organized at Buddha statue. In the evening 70 more CDWs from 3 other organizations joined to form a human chain procession at Tank Bond Road. Children shouted slogans, “Children should be in school and should not be taken as domestic workers” they shared their problems, sang songs on child labour and made a call to abolish it. The children also spoke to the media. Their demands to the Government were, to protect their rights and to ensure their domestic worker mothers’ rights:

- To implement minimum wages for domestic workers
- To set up welfare board for domestic workers

On 27th Feb 2011 the day was celebrated at St. Blaise School, Amboli, Andheri (W). Children in domestic work from Mumbai and Thane participated. It was an opportunity for the children to express themselves through skits, songs, dance and a time to enjoy as they ought to.

In Tamil Nadu, The Day of Hope Celebrations on 20th February 2011 was held at Elavarasanur Kottai, Baby Mahal. Over 130 children from the nearby villages of Viluppuram district participated in the program and expressed their hopes and aspirations.

In Meghalaya, the International day of Hope for children was celebrated on 17th February 2011 at Ferrando Transit shelter home Mawlai. The programme was inaugurated and the lamp was lit by Sr. Teresa Joseph Regional coordinator NERDWM. She encouraged the children to aim high in life by narrating the life-story of the former President of India Dr. A. P. J. Kalam of how he became a scientist, and the President of India. She added that the Day of Hope is a day specially meant for them. She advised them to dream without considering whether the dream will come true or not as it is their utmost right to dream. The theme of the day was the “DREAM”. Sr. Caterene Mynsong, counselor Peace Centre Guwahati was the special guest of the Day. The day was enlivened by the children’s participation in different activities like drawing competition, dancing, fashion show, and outdoor games. They expressed their dreams through their performances.

Feedback from children:

- The day has given us an opportunity to exhibit our talents.
- We are greatly motivated and encouraged to study well, and I feel that there are ways and means
to reach my desires and aspirations.

- We are being taught many games; information about child rights was given in an interesting manner.
- By being here I am relaxed and enjoying with my friends, if not so I have to do lots of work in the house as well as where I go for work.
- We became aware of our rights and will be more assertive in the days to come.

**ANTI-CHILD LABOR DAY PROGRAMME**

On 12th June, “Anti-Child Labor Day” was observed at Bangalore in collaboration with the Labour Department, Government of Karnataka. The programme was held at Kantirava Stadium near M.G. Road. On the occasion, a rally was organized that started at 10.00 a.m. from M.G. Road to Kantirava Stadium. More than 7000 people participated in the rally. The Programme was inaugurated by the Minister of Labour and Textiles Department, Sri. B.N. Bache Gowda. He appealed to everybody to take an oath to strive for compulsory education for all the children. In his speech Sri. Bache Gowda shared the different ways to prevent child labor. He also informed the audience about the efforts the government is taking to give poor children opportunities for free and compulsory education which helps to prevent child labor.

In Tamil Nadu the Anti-Child Labour Day was celebrated on 13th June 2011. A Rally was held that started from the Government school of Kottai and concluded at the Kottai Bus stand. Children carried placards in the procession. The demonstration was led by Selve Ramya, a child domestic worker. She said that in spite of the legislation abolishing child labour, many children have been employed and are migrating to other states like Kerala, Karnataka, Andhra, etc. She added that child domestic workers like us don’t have protection and our problems are not visible to the society.

**BELGIAN VOLUNTEERS HELP DOMESTIC WORKERS BUILD HOUSES**

Low cost housing programme at L.R. Nagar, Bangalore was one of the special activities of Karnataka Domestic Workers Movement in 2011. The programme was implemented with the financial support of Bouworde, a Belgian organization, voluntary services of a group comprising 10 Belgian youth and the contribution of local beneficiaries. The volunteers not only worked hard to raise the necessary funds but also labored manually hand in hand in with the masons and the family members of the domestic workers.

On 5th July, 2011 at 11 am, the construction work for selected 13 families of domestic workers at L.R. Nagar was inaugurated by Mr. Lokesh, the Municipal Councillor, and the Area leader Mr. Gowinda Sammy. The staff of KDWM, Volunteers from Belgium, the domestic workers from L.R. Nagar and the local people participated in the inaugural function.

During the month of July 2011, the hard work put in by the Volunteers and the family members of the beneficiaries helped build houses for 13 families of domestic workers. The people of the area were amazed at the hard work of the volunteers from Belgium. At the end of the house construction programme, the beneficiaries thanked the donors who granted financial support, the Belgian volunteers and the KDWM staff for the generous support given to them for making it possible for them to have better houses to live in.
DOMESTIC WORKER POIRS OUT HER HEART:

“My husband is an alcoholic and doesn’t care for the family. We were living under the sheet roof without wall. I am happy that I got the chance to have my house built with the help of KDWWT. I felt that I was drowning in the water and now I feel that I have just reached the shore. I really thank the volunteers from Belgium who worked hard to build my house.”  - Celina

“I really thank God for the help I got from National Domestic Workers Movement. My house was situated in the low lying area and every time the drainage water used to flood our house. We struggled a lot. I thank all who supported me to build a house.”  - Shamshad

“I am a community leader and was a child domestic worker who faced a lot of problems. I am happy I joined the movement. My sister worked in a hospital and was not given salary and was asked to leave. I approached the police and told them that I was part of NDWM. They traced the hospital management and ensured justice for my sister.”  - Shanta

KEY CONCERNS AND CHALLENGES:

? The employers of domestic workers have a very negative perception of the rights-based approach of the organization in working with Domestic Workers. Hence they often do not support the organization’s initiatives.

? Lack of membership, participation of the domestic workers

? Discouragement and dissatisfaction among the domestic workers owing to unfulfilled demands.

? To make government officials feel the pain and struggles of domestic workers.

? Finding institutions willing to train domestic workers to cater to skill-building and enhancement of efficiency in their work.

? Most of the DWs are illiterate - so the book keeping part is difficult

? Renewal and continuation of membership in the union.

? Lack of initiative and continuation of the work by the domestic workers.

? To ensure the finalization of the National Policy and its implementation in the form of rules. The demand for a national legislation for Domestic Workers’ may suffer due to the proposal for possible amendments to include DWs within the existing legislations.

? The change in the government requires the whole process of raising the issues of the Domestic Workers’ to be reinitiated from scratch thus causing unnecessary delay.

? Constituting the Social Security Board for the unorganized workers

? Lobbying and ensuring the inclusion of Domestic Workers in the Sexual Harassment Bill 2010

? Ratification of the ILO Convention-189 by 2012

? Strengthening the Domestic Workers’ Union leadership and increasing its membership.

? Fixing the Minimum wage for Domestic Workers.

? Passing of National Legislation for DWs

? Since the Government has changed in Tamil Nadu it is a big challenge for us to lobby again with the new Government to ensure the Minimum wage for Domestic Workers.

? Educating Domestic Workers about the Chief Minister’s medical insurance scheme in Tamil Nadu.

? Though the Maharashtra Domestic Workers’ Welfare Board had been formally launched on the 13th of August 2011 it is yet to become fully functional.
CONCLUSION: THE JOURNEY AHEAD

To use Robert Frost’s words, we have promises to keep and miles to go before we sleep. We are restless till every domestic worker attains justice and a position of dignity in society. The countdown has just begun with the ILO Convention 2011 bringing in a new ray of hope and unleashing a complete array of opportunities for domestic workers. As the clock keeps ticking we are reminded that there is lot to be achieved by the domestic workers.

The Movement is glad that domestic workers are actively participating in their own struggle of justice. They are in a state of being weaned away from dependence on the movement to independence. They are boldly taking up leadership and speaking in public forums. This moment is spectacular in itself as they come out of the shackles of bondage. They continue to serve but today they are no longer subservient.
National Domestic Workers’ Movement

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