NATIONAL DOMESTIC WORKERS' MOVEMENT
Vision

To create a just society where Domestic Workers are treated as persons with dignity; their rights are upheld, their contribution towards the economy and development is recognised and their voices heard. We also envision a society where child domestic work is abolished and all children enjoy the right to education and full childhood.

Mission

- Dignity of domestic work and all Domestic Workers
- Justice for all Domestic Workers and safeguarding of workers’ rights
- Empowerment of Domestic Workers and their participation in the struggle for justice
- Recognition of child domestic work as child labour to be abolished
- Crisis interventions with legal, psychological and medical aid for inclusion and reintegration
- Networking at local, national and international levels
- Prevention of trafficking of women and children for forced labour
- Protection of rights of migrant workers and prevention of discrimination
### CONTENTS

- **2013 in Perspective** 3
- **Our History & Growth** 4
- **Our Presence in India** 5
- **NDWM Mission in Action**
  - Training & Capacity Building 6
  - Advocacy for Legislation & Policy Formulation 8
  - Securing Social Security Benefits 11
  - Anti-trafficking & Safeguarding rights of Migrant Dws 13
  - Networking 14
  - Empowering workers to take centre stage 16
  - Rescuing & Rehabilitating Children in Domestic Work 17
  - Crisis Interventions 20
- **National Level Programmes** 22
- **Participation in International Conferences** 26
- **Achievements in 2013 and challenges ahead** 26
On our journey towards empowerment, justice and dignity for domestic workers, 2013 has been a year of consolidation as well as breaking new ground and achieving new milestones.

Increasingly, NDWM has been like the mother hen coaxing the fledglings to take off on their own. In this process continual training has played a key role. Awareness of their innate strengths, their rights as workers, expectations from Government agencies in terms of legislation and social security are some of the areas that have percolated into the consciousness of our member domestic workers. Setting up trade unions and understanding the synergy of membership, solidarity and collective bargaining have galvanized our leaders and union members. At our National Convention, it was heartening to witness our domestic workers participating in the personal journey from submissiveness and fatalism to assertiveness and hope for a better life.

In October 2013, six State unions came together to embark on the important step of forming a National Domestic Workers Trade Union Federation. This Federation would enable them to have a national perspective while also fostering interactions between States and serving as the training ground for the leaders to plan and strategize their activities. This year also marked a greater solidarity with other like minded unions which met under the banner of the National Platform to demand ratification of C 189 and comprehensive legislation.

Eternal vigilance is the price of freedom. In this context, the issues of migrant labour cannot be left unchallenged. Both preventive and rehabilitative steps have been taken during the year to ensure that workers do not fall prey to false promises and abuses. The Conference of the Migrant Forum in Asia and networking with Government authorities were opportunities to share concerns and evolve sustainable solutions.

Although child domestic labour has been outlawed, the incidence of such cases is still a matter of concern. Several children have been rescued and rehabilitated. Preventive steps such as sensitisation programmes in schools and activities like Childrens’ Parliament have proved to be important measures in curtailing the menace of child labour.

The journey of a thousand steps continues bringing hope and smiles to our domestic workers.
Sr. Jeanne Devos, ICM, who was confronted with the plight of domestic workers founded National Domestic Workers Movement in 1985, in Dindigul, Tamil Nadu. She assisted in the formation of small groups of domestic workers with the objective of helping them in whatever way she could. She listened to their stories of pain, helplessness, loneliness and isolation.

Domestic workers were living in slavery. They had no voice, were ill treated and had no respect and dignity. They were invisible and had no means to stand up for their rights. They were paid little, suffered bad working conditions, working hours were not regularised and workers experienced mental and physical abuse.

She felt that it was important to empower them instead of giving them aid, that would make them all the more dependent. Many others joined, supported and encouraged her. She with her collaborators decided to organize the domestic workers in the form of a movement that would be represented by domestic workers themselves.

Like the proverbial mustard seed, the Movement has grown to branch out to over 2 million domestic workers in 17 States of India, each of them with their own unique identity of culture and language, yet working in solidarity to achieve dignity, justice and rights of domestic workers.
The national office is located in Mumbai, Maharashtra, with offices and personnel in 17 States. Each State does its own process planning, monitoring and evaluation. However, they come together for campaigns, advocacy and also for special events and occasions.

**State Offices & Personnel:**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name of the State</th>
<th>State Coordinator</th>
<th>State Office</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. Theresa 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>Porvorim</td>
</tr>
<tr>
<td>5</td>
<td>Jharkhand</td>
<td>Fr. Chetan</td>
<td>Ranchi</td>
</tr>
<tr>
<td>6</td>
<td>Karnataka</td>
<td>Sr. Nisha Mathew</td>
<td>Bangalore</td>
</tr>
<tr>
<td>7</td>
<td>Kerala</td>
<td>Sr. Sally Michael</td>
<td>Trivandrum</td>
</tr>
<tr>
<td>8</td>
<td>Madhya Pradesh</td>
<td>Sr. Rosily</td>
<td>Indore</td>
</tr>
<tr>
<td>9</td>
<td>Maharashtra</td>
<td>Sr. Christin Mary</td>
<td>Mumbai</td>
</tr>
<tr>
<td>10</td>
<td>Manipur</td>
<td>Sr. Agnes Khala</td>
<td>Imphal</td>
</tr>
<tr>
<td>11</td>
<td>Meghalaya</td>
<td>Sr. Teresa Salem</td>
<td>Shillong</td>
</tr>
<tr>
<td>12</td>
<td>Nagaland</td>
<td>Sr. Therese</td>
<td>Dimapur</td>
</tr>
<tr>
<td>13</td>
<td>New Delhi</td>
<td>Ms. Leeza Joseph</td>
<td>New Delhi</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. Keerti</td>
<td>Udaipur</td>
</tr>
<tr>
<td>16</td>
<td>Tamil Nadu</td>
<td>Sr. Valar</td>
<td>Chennai</td>
</tr>
<tr>
<td>17</td>
<td>Uttar Pradesh</td>
<td>Fr. Prem Kujur</td>
<td>Varanasi</td>
</tr>
</tbody>
</table>
THE PRIMARY GOAL OF THE MOVEMENT IS TO EMPOWER DOMESTIC WORKERS TO TAKE ON THE STRUGGLE FOR DIGNITY, RIGHTS AND JUSTICE.

COMING FROM AN IMPOVERISHED ENVIRONMENT WITH LITTLE OR NO EDUCATION PLACES THESE WORKERS AT A DISADVANTAGE. HENCE AWARENESS PROGRAMMES ON THEIR RIGHTS AND LEGAL PROVISIONS OF VARIOUS ACTS AND TRAINING SESSIONS ARE CONTINUOUSLY BEING CONDUCTED TO ENHANCE KNOWLEDGE, SKILLS AND CONFIDENCE OF YOUTH AND ADULT DOMESTIC WORKERS. IT IS OUR BELIEF THAT CONFIDENT AND EFFICIENT WORKERS WOULD ALWAYS WIN THE APPRECIATION OF EMPLOYERS AND THUS EARN RESPECT AND APPRECIATION.

ON FIELD AND CLASSROOM TRAINING

DURING THE YEAR 2013, TRAINING PROGRAMMES WERE HELD ACROSS ALL STATES ON 33 DIFFERENT TYPES OF TOPICS AS SUMMARISED BELOW. THESE PROGRAMMES BENEFITED NEARLY 30,000 DOMESTIC WORKERS, CREATING MASS AWARENESS AND SKILL DEVELOPMENT.

<table>
<thead>
<tr>
<th>Legal</th>
<th>Social Security</th>
<th>Health</th>
<th>Skills</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixation of minimum wages</td>
<td>Mazdoor Suraksha Yojana</td>
<td>Alcoholism</td>
<td>Cutting and Tailoring</td>
<td>Leadership skills</td>
</tr>
<tr>
<td>Right to Information</td>
<td>RSBY</td>
<td>Health insurance schemes</td>
<td>Food processing</td>
<td>Migrant workers rights and challenges</td>
</tr>
<tr>
<td>Child Rights and Labour Laws</td>
<td>Food security scheme</td>
<td>Overcoming Physical disability</td>
<td>Computer education</td>
<td>Motivation</td>
</tr>
<tr>
<td>How to file and FIR and fight abuse</td>
<td>Enrolment in unions and its benefits</td>
<td>Health and alternative medicine</td>
<td>Book keeping and Accounting</td>
<td>Building solidarity</td>
</tr>
</tbody>
</table>
On 10 – 12th July, 2013 a National level training program was held in Jyotibar Bhavan, Bangalore with a focus on imparting skills like documentation for advocacy, negotiation skills and communication skills. Fr. Foustine Lobo (Documentation for Advocacy), Mr. R Chandra Moorthy (Negotiation Skills) Prof. Joselyn Lobo (Communication Skills) and Mr. Thiru were some of the speakers. Around 70 delegates from various States in India benefitted from this training.

An understanding of documentation and its importance, forms and techniques and practical use of documentation in union work was discussed. Importance of evidence and factual data was highlighted for effective documentation. On the topic of Advocacy, participants were enlightened about its meaning, activities undertaken and need for planning. Mr. R. Chandra Moorthy empowered the delegates with adequate knowledge and basic skills to negotiate in the future. He asserted that the attitude and communication of the negotiator is the key to effective negotiation.

With the aid of apt games, Prof. Joselyn drove home the importance of effective communication. Besides using effective communication strategies, active listening was advocated for better communication. The training had a significant impact on the delegates and empowered them to move forward in their work in the unions.
Much progress had been achieved in the past through the efforts of NDWM and like minded Organisations leading to the adoption of ILO Convention C-189 on Domestic work as Decent work. However ratification of C-189 by the Government has not fructified. The path towards achieving comprehensive legislation for Domestic Workers also seems long and beset with obstacles. To keep up the pressure on the State and Central Governments, several events were held across during the course of the year:

**ADVOCACY FOR LEGISLATION & POLICY FORMULATION**

- **The state of Jharkhand** witnessed a historic event in January 2013, when the domestic workers in the state declared a two days strike in respect of their demands, which included ratification of ILO Convention 189, fixation and notification of wages as per piece work against the Govt.’s previous notification as per hourly basis, constitution of the state social security board and initiation of pension.

- **In Assam**, the State Co-ordinator met the Labour Commissioner along with a delegation of domestic workers in connection with the minimum wage. Even though domestic workers are included in the Minimum wages, the fixation of amount was not done. Since, 75 % of the domestic workers were part time workers it was recommended that wages be fixed either on piece work or on hourly work. Sample copies of the Minimum wages, fixation of other States was submitted for reference in fixing the wages for Assam.

- On 9th January 2013, about 2000 domestic workers took out a protest march in Ranchi and gathered in front of the Governor’s office demanding immediate attention to the above demands. A memorandum was submitted to the Governor who assured to look into the matter.

- **In 2007 Tamil Nadu Government** announced that domestic workers would be included in the Minimum Wage Act 1948. In 2008, it included the DWs in the schedule but it is still not yet included in the Minimum Wage Act. Hence domestic
workers decided to hold a one day Hunger fast in the main vicinity closer to the Assembly while it was in session. On 27th of March 2013 around 800 DWs participated in the one day protest in front of the Tamil Nadu Govt. Guest House at Chennai.

▼ In Odisha a State level demonstration was held on 20th June 2013 and domestic workers submitted a memorandum to the chief Minister of Odisha through the ADM and DLC.

▼ The Maharashtra team met the Labour Minister, Labour Secretary, MLAs and Welfare Board Members to amend the Domestic Workers Welfare Board Act, 2008 in order to make provisions for Pension and to increase the age bar for registration of domestic workers.

**Besides the above, media campaigns like Press Conferences, street rallies, post cards and signature campaigns were carried out in all States.**

Apart from our State level advocacy initiatives, we also participated at the National level with like minded organisations to present a united front to the Government to look into our legitimate demands.
A National Platform for Domestic Workers (NPDW) consisting of Central Trade Unions, Civil Society Organisations, movements and NGOs was created to demand that Government of India ratify ILO Convention and enact comprehensive legislation for domestic workers. NDWM played a major role give shape to this action group.

Series of events have been launched through the Platform:

- In Feb-15 a consultation of the member organizations of NPDW was held in Hyderabad.
- About 1500 domestic workers from 14 states participated in a two-day event which included press conference, Public Meet and Dharna in New Delhi on 31st July and 1st August, to place their demands before the government. Four Members of Parliament came onstage, addressed the workers and promised to take up their issues in Parliament.
- Domestic workers submitted a memorandum to Prime Minister Manmohan Singh and the Labour Minister Mallikarjun Kharge, urging the government to bring the domestic workers under the purview of the labor laws through a comprehensive legislation and setting up of a tripartite board to monitor and implement the provisions.
- To ratify the ILO Convention, a signature campaign was carried out in different States. It was submitted to the Government officials along with a petition to ratify Convention 189 and the pass the National policy. Mass signatures were gathered during the protest in Delhi.
- Similar protests and signature campaigns were duplicated in states such as Jharkhand to intensify the demands.

These events marked solidarity among the domestic workers across the country demanding their rights.
Animators with the help of the local coordinators from the various states have identified schemes and services, both Government and Private, that can benefit domestic workers as women and workers. Most often domestic workers are unaware of Government welfare services that they can avail of for their development. NDWM in the various states has been keeping the women up-to-date on these services and has assisted them in approaching the right authorities. The women were helped in filling up applications along with other paperwork and timely submission of the same to the concerned authorities.

To avail of welfare from the Government, it is essential that the workers form a union or federation. This has proved to be beneficial for domestic workers in States having unions. Further, women have lobbied for the setting up welfare boards for domestic workers.

<table>
<thead>
<tr>
<th>Scheme</th>
<th>DWs enrolled</th>
<th>DWs Benefitted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aadhar Card</td>
<td>717</td>
<td>717</td>
</tr>
<tr>
<td>Below Poverty Line forms registered</td>
<td>38</td>
<td>15</td>
</tr>
<tr>
<td>Birth Certificate</td>
<td>224</td>
<td>209</td>
</tr>
<tr>
<td>Caste Certificate</td>
<td>70</td>
<td>70</td>
</tr>
<tr>
<td>Death Certificate</td>
<td>24</td>
<td>12</td>
</tr>
<tr>
<td>Disability pension scheme</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>Educational Assistance</td>
<td>170</td>
<td>57</td>
</tr>
<tr>
<td>EPIC Card for DWs</td>
<td>31</td>
<td>31</td>
</tr>
<tr>
<td>Family Benefit Scheme</td>
<td>28</td>
<td>10</td>
</tr>
<tr>
<td>Sanjay Gandhi Niradhar Yojana</td>
<td>488</td>
<td>51</td>
</tr>
<tr>
<td>JBY LIC Policy</td>
<td>646</td>
<td>64</td>
</tr>
<tr>
<td>Kanya Suraksha Yojana</td>
<td>61</td>
<td>43</td>
</tr>
<tr>
<td>No.</td>
<td>Service Description</td>
<td>Total</td>
</tr>
<tr>
<td>-----</td>
<td>-------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>13</td>
<td>Khasi Tribe Certificate</td>
<td>124</td>
</tr>
<tr>
<td>14</td>
<td>Maharashtra Domestic Workers Welfare Board</td>
<td>4200</td>
</tr>
<tr>
<td>15</td>
<td>Widow pension</td>
<td>155</td>
</tr>
<tr>
<td>16</td>
<td>Marriage Assistance</td>
<td>5</td>
</tr>
<tr>
<td>17</td>
<td>Old age pension</td>
<td>132</td>
</tr>
<tr>
<td>18</td>
<td>Welfare ID Card Renewal</td>
<td>509</td>
</tr>
<tr>
<td>19</td>
<td>PAN Card</td>
<td>246</td>
</tr>
<tr>
<td>20</td>
<td>Patta</td>
<td>48</td>
</tr>
<tr>
<td>21</td>
<td>R.S.B.Y</td>
<td>3326</td>
</tr>
<tr>
<td>22</td>
<td>Ration card</td>
<td>364</td>
</tr>
<tr>
<td>23</td>
<td>Residential Certificate</td>
<td>54</td>
</tr>
<tr>
<td>24</td>
<td>Welfare ID Card New</td>
<td>524</td>
</tr>
<tr>
<td>25</td>
<td>Scholarships for children - Govt</td>
<td>546</td>
</tr>
<tr>
<td>26</td>
<td>Senior citizen scheme</td>
<td>176</td>
</tr>
<tr>
<td>27</td>
<td>SMART card for DWs</td>
<td>1170</td>
</tr>
<tr>
<td>28</td>
<td>Voter identity card</td>
<td>285</td>
</tr>
<tr>
<td>29</td>
<td>Unorganised workers scheme</td>
<td>346</td>
</tr>
</tbody>
</table>

**NDWM MISSION IN ACTION**

![Health Camp Image](image_url)
To combat the evil of trafficking, sensitisation of vulnerable groups to the nefarious designs of agents as well as rescue of workers in certain situations have been our focus during the year.

**Actions Taken at the State level:**

- Pamphlets and newsletter were distributed to create awareness.
- Discussions were held with SC/ST authorities and police for arresting the agents of human trafficking.
- Intervention cases were fought with regard to salary payment, sexual abuse etc.
- Anti trafficking and safe migration workshops were conducted to make people understand their situation and educate them to conduct proper research and check for valid documents to ensure their safety under such situations.
- Awareness was created about developmental, and income generation schemes available in the source area.

**Preventive Measures at the Source and Destinations Areas:**

- Regular awareness programs were conducted for migrant domestic workers about the environment they would face.
- Leadership training and capacity building program for domestic workers
- Awareness programs on Legal Aid (Information on Rights) were held.
- Newsletters and Pamphlets were distributed in vulnerable areas
- Networking and liaison programs were planned and implemented with the Govt. Departments and other NGO.

**NDWM MISSION IN ACTION**

**ANTI-TRAFFICKING & SAFEGUARDING RIGHTS OF MIGRANT DWs**

- 136 trafficking agents identified.
- 21 victims rescued, rehabilitated, repatriated.
- 13 Pre-departure training programs conducted.
- 3745 participants attended pre-departure training.
NDWM MISSION IN ACTION

- Formation of Support committees among employers to give their domestic workers due rights.
- Migrant domestic workers were given skill training.
- Regular counseling of full time/part time and migrant domestic workers were carried out.

NETWORKING

In the struggle to secure the rights of domestic workers, synergistic co-operation with like minded organisations at the national and international levels has paid rich dividends.

EXCHANGE PROGRAME WITH “GEFONT”

The main purpose of the exposure was to provide a platform for leaders and key persons of the Domestic Worker’s trade unions, for mutual sharing and learning on organizing day to day functioning of unions, roles and responsibilities of leaders, Lobbying and advocacy program.

To initiate this thought, national domestic workers movement attended an exchange program with GEFONT the biggest confederation of trade union in NEPAL, and few other trade unions from 24th to 26th February 2013.
The participants meet with Children and Women in Social Science and Human Rights (CWISH), who look after rescue and rehabilitation of minors in domestic work as well as the Pravasi Nepali Coordination Committee (PNCC). PNCC works for Nepali immigrants who work abroad mainly in the Middle East countries and eastern countries like Saudi Arabia, Oman, U.A.E, Indonesia and Malaysia.

This was followed by a meeting with the GEFONT board members and office bearers. Finally, the members met the representatives of domestic trade unions and shared their struggle to recognize “Domestic Work as Work”. They realised that their problems were the same as in India and that mutual solidarity would help them to achieve their goals.

**South African Delegation visits Jharkhand**

A 11-member delegation of workers’ unions of South Africa visited Jharkhand in September 2013. During their six day stay, they shared their methodology and techniques adopted for the implementation of workers’ rights. In turn, they learnt about the programmes being successfully run in the state as well as the ground realities of domestic workers in India.

**UN high level dialogue on Migration and Development held at New York**

Members of the Migrant Forum in Asia from 17 countries gathered in New York on 29th and 30th September, 2013 to share their experiences and challenges of working with migrants. Sr. Josephine Valarmathi attended this conference as a representative of NDWM.

Although migrant worker issues differ across countries, several commonalities were identified. Helpful insights were also gathered from representatives of receiving countries like Qatar, Muscat, Singapore, Hongkong, Malaysia, Japan and Lebanon. This exchange strengthened the partner network by forging a consensus of ideas and knowledge for working unitedly for the rights of the migrant workers.
World Solidarity Movement in Hong Kong (14th – 16th September 2013)

A workshop was organized to encourage WSM partners to ‘Move on’ and continue organizing domestic workers to fight for their dignity with the knowledge, experiences, expertise and resources that they have gained from previous workshops and activities.

The purpose of the workshop was gaining first hand experience of the reality of migrant domestic workers in Hong Kong, developing networks between organizations of the sending and receiving country (Hong Kong) as well as HKCTU and IDWN, sharing experiences of organizing migrant domestic workers and updating progress of ratification of ILO Convention 189 and national legislation.

At the end, a letter was drafted on behalf of the Asian Social Movements to be forwarded to European Countries to urge them to ratify the domestic workers ILO Convention C-189.

Unionising Domestic Workers: Across the states, leaders among domestic workers are being identified and trained to lead Domestic Workers in their states. They are being taught how to manage accounts, lead other domestic workers and be empowered to fight for their rights. Most of the domestic boards. As union leaders can be from among domestic workers themselves, they can then approach government officials and lawyers. They can be a strong voice at the state and national levels, which will in turn affect government policies.

After 29 years of sustained effort in this task, we are ecstatic on achieving a major milestone on our path to creating a just society for domestic workers. On 9th October 2013, the Founding Congress of National Domestic Workers Trade Union Federation was convened. Six unions, namely, Maharashtra, Jharkhand, Bihar, Madhya Pradesh, Tamil Nadu and Orissa are full members of the Founding Congress. Members of the State committees were present to adopt byelaws and to elect the national leaders of the National Domestic Workers Trade Union Federation (NDWTUF).

EMPOWERING WORKERS TO TAKE CENTRE STAGE

The formation of Labour Unions for Domestic Workers is an essential step for Domestic Workers to avail of their rights as workers. Unions help with the development of unorganized labour and provide recognition and representation in welfare
workers are also being trained on the meaning and function of trade unions, their contribution to its existence and the role of the movement with regard to the Unions.

**Future goals for Unions**
- Increase number of state unions
- Domestic workers to function as leaders, with office staff only as support.
- Unions to be truly independent and autonomous, not dependent on the movement and free from political interference.
- They should function as democratic, transparent unions and represent the cause of Domestic workers. All information, decisions and financial records should be transparent to all members.
- They should analyze working conditions, work patterns and be conversant with wage calculations piece rate, hourly rate etc.
- An assessment-mapping tool should be developed to identify leaders and their training needs and needs of members.
- Improvement of negotiation skills and union leadership should be ongoing. Strategies must be developed to counter competition and improve collective bargaining.

**RESCUING & REHABILITATING CHILDREN IN DOMESTIC WORK**

The Government of India had banned children below the age of 14 years from employment of any form including domestic work. However, this law is far from being implemented. Some children are unfortunate to be victims of debt bondage and trafficked into forced labour. Due to grinding poverty, many are forced to pitch in and supplement the family earnings. Though the ban on Child Labour (Oct-10, 2006) has brought down the number of children in domestic work, child labour in the migrant populated areas is still on the rise.

To help prevent the exploitation of these children and to ensure that their rights to education and childhood are upheld, active awareness campaigns, along with support for the welfare of the children form part of the ongoing activities of the movement.

Some of the activities carried out during the year were as follows:-
NDWM MISSION IN ACTION

<table>
<thead>
<tr>
<th>State</th>
<th>Children Identified</th>
<th>Rescued/Rehabilitated</th>
<th>Children in Bridge School</th>
<th>Nos supported in mainstream Education</th>
<th>Nos in vocational Training</th>
<th>No of Awareness campaigns</th>
<th>Training in other areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bihar</td>
<td>26</td>
<td>5</td>
<td>175</td>
<td>47</td>
<td>16</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Odisha</td>
<td>281</td>
<td>5</td>
<td>98</td>
<td></td>
<td>1</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Assam</td>
<td>95</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manipur</td>
<td>2</td>
<td></td>
<td>30</td>
<td></td>
<td>30</td>
<td>17</td>
<td></td>
</tr>
<tr>
<td>Nagaland</td>
<td>35</td>
<td>12</td>
<td>7</td>
<td>75</td>
<td>42</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Jharkhand</td>
<td>31</td>
<td></td>
<td>7</td>
<td>61</td>
<td>15</td>
<td>36</td>
<td></td>
</tr>
<tr>
<td>Maharashtra</td>
<td>37</td>
<td>7</td>
<td>25</td>
<td>27</td>
<td>13</td>
<td>6</td>
<td>250</td>
</tr>
</tbody>
</table>

**Initiation of Child Participation;**

NDWM is committed to the cause of children and has been taking different measures to protect the rights of children. If the concept of child participation is initiated in children’s groups, they will have a platform to express their views, to create awareness in their families, schools, societies and stakeholders and advocate for their rights. They will have an opportunity to bring out their inner resources and become the agent of change.

NDWM organised three days’ workshop on Child Participation for the coordinators and the animators from Feb-8-10. Thirty persons participated in the workshop. The training was facilitated by Mr. Andrew Yesudas, faculty from Loyola College, Chennai. Variety of topics were covered such as UN Convention on the Rights of the Child (UNCRC) and Child Participation, Concepts on Child Participation, Implementing Child Participation in the Field, Levels of child participation, Conditions, Standards - Do’s and Don’ts in Promoting Child Participation, Child Participation as a tool for Sustainability of intervention with Domestic Workers etc. The resource person explained the different models of child participation evolved by different NGOs based on the needs and the issues of children.
The resource person enabled the participants to develop a model in the context of NDWM and to draw action plan to implement the model in the States.

The States have taken steps to implement the models. The children are being formed in group and are given trainings. As an impact of these programmes the children are enabled to plunge into the following actions:

- Children participated in a ‘Cleaning Drive’ campaign educating a great mass of people on the importance of cleanliness and health hazardous of non-hygiene
- Ten children addressed the press in a press club to sensitize the public on child labor and the issue of Minimum wage for domestic workers.
- Children organized signature campaigns in public places to collect public opinion on child labor.
- Awareness campaigns have been organized through street play. 15 plays have been staged.

**SOLIDARITY EXPRESSED THROUGH CELEBRATION**

In the midst of our struggle, we find reasons to celebrate the togetherness we experience, the joy of friendship, of new found confidence and of sharing dreams for a better tomorrow.
### NDWM MISSION IN ACTION

## CRISIS INTERVENTIONS

<table>
<thead>
<tr>
<th>Sr No</th>
<th>Place</th>
<th>Date</th>
<th>Issues</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chikalguda, Andhra Pradesh</td>
<td>February 2013</td>
<td>False accusation of robbery against Mariam, a domestic worker by employer and beaten at police station. Also was not paid minimum wages. Case was filed against police for injuries on basis of medical records and also for failure to pay minimum wages.</td>
<td>After four months, the case was finally settled by Dy Commissioner of Labour and employer was forced to pay back wages as well as withdraw complaint.</td>
</tr>
<tr>
<td>2</td>
<td>Mumbai, Maharashtra</td>
<td>15th May 2013</td>
<td>False accusation of robbery, U/s. 381. Sarika Shedge is a domestic worker in house of her employer for the last 10 years. Case was filed by Employer in Oshiwara police station. It is scheduled for hearing in the Andheri Metropolitan Court.</td>
<td>Court has given next date for her appearance</td>
</tr>
<tr>
<td>3</td>
<td>Odisha</td>
<td>2013</td>
<td>False accusation of theft against Nilam, an orphan and part time CDW staying in a basti. She was not allowed to leave employer’s house and also beaten by her employer.</td>
<td>FIR was filed in the Police station and media focused on case. Lady was arrested and released. Union fought for the girl and secured justice.</td>
</tr>
<tr>
<td>4</td>
<td>Sundergarh Dt, Odisha</td>
<td>2013</td>
<td>Missing persons case - Eva, a CDW, employed by an agent is not traceable, even though her parents tried their best</td>
<td>Case has been brought to the attention of Superintendent of police and all efforts on to trace the girl.</td>
</tr>
<tr>
<td>No.</td>
<td>Location</td>
<td>Year</td>
<td>Case Description</td>
<td>Outcome</td>
</tr>
<tr>
<td>-----</td>
<td>---------------</td>
<td>------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>5</td>
<td>Patna, Bihar</td>
<td>2013</td>
<td>Dismissal without payment of wages of Seema Devi Part time Domestic worker, belonging to the Union</td>
<td>Union leaders met the worker and demanded her wages and the same was paid</td>
</tr>
<tr>
<td>6</td>
<td>Sahibganj, Bihar</td>
<td>2013</td>
<td>Non payment of wages. Ankita Kumari was not paid for 4 months by her employer.</td>
<td>Union called the employer to the office and had 3 sittings, after which the worker was paid.</td>
</tr>
<tr>
<td>7</td>
<td>Karnataka</td>
<td>2013</td>
<td>Anjali a migrant DW was being enticed by a man to marry him, while the real reason was to traffic her to the Gulf. The domestic employer alerted the union. Even after counselling the girl was not convinced.</td>
<td>The Union sent her back to her family in West Bengal to avoid being trafficked.</td>
</tr>
<tr>
<td>8</td>
<td>Tangla Guwahati</td>
<td>2013</td>
<td>Sunita Ming sacked for being late from holiday and salary of previous month not paid. She was held up due to bandh but employer threatened her with false charges.</td>
<td>Sunita asserted union would fight for her and employer paid her.</td>
</tr>
<tr>
<td>9</td>
<td>Nagaland</td>
<td>2013</td>
<td>6 Child Domestic workers were ill treated by employers, over worked and given stale food to eat and beaten if they refused to eat. They were sent late to bed and woken up very early.</td>
<td>Rescued by the union and rehabilitated.</td>
</tr>
<tr>
<td>10</td>
<td>Tamil Nadu</td>
<td>2013</td>
<td>3 cases of migrant domestic workers harassed in the Gulf region in terms of non payment of wages, physical and sexual abuse were taken up by the union</td>
<td>Issue has been taken up with Ministry of Overseas Indian Affairs &amp; External Affairs and Indian Embassy.</td>
</tr>
<tr>
<td>11</td>
<td>Maharashtra</td>
<td>2013</td>
<td>25 Domestic Workers affected with HIV+ were given medical and nutrition support.</td>
<td>NDWM staff follow up to enable them to avail Govt. services.</td>
</tr>
</tbody>
</table>
FIRST STEERING COMMITTEE MEETING

NDWM was always envisaged as a movement BY Domestic Workers FOR Domestic Workers. After a period of handholding, the movement is now shifting gear and empowering domestic workers to take the centre stage through unions.

On 25th June 2013, the first Steering Committee was held to formalise and train Domestic workers to lead Unions in their respective States and unite as one voice across the nation. Core group members recalled the journey of NDWM, its success and the setbacks and urged domestic workers to actively participate at the State and National level. The resource person, Mr. Kurien elaborated on the current status of women workers and domestic workers in Society. He exhorted the domestic workers to come together as human beings to fight for a life they dream of and to become who they want to be. To realise this goal, unions were being formed in each of the States. He invited them to take up their responsibilities with dedication, while creating a demarcation among the roles and responsibilities of the union and the movement.

At the end of the meeting a proposal to form an Advisory Committee was put forward. The advisory committee would include five Domestic workers, three co-ordinators and Sr. Jeanne Devos. The purpose of the committee was to meet the Trust once a year and place before them work that needs to be focused on for the following year.

The Steering Committee meeting was a fruitful exercise in empowering domestic workers to lead unions in their respective states, with the support of the movement.

NDWM NATIONAL CONVENTION AT CHENNAI, OCTOBER 2013

During the 8th and 9th of October, the DMI International Centre at Chennai was transformed into an oasis for the 150 delegates assembled for the NDWM National Convention, which included domestic workers, co-ordinators and delegates from foreign partners. The needs of this multilingual audience were met by the use of simultaneous translation services.

Sr. Jeanne thanked the Domestic workers for taking charge with support from the movement. She also thanked the foreign delegates for their solidarity. Mr Andre of World Solidarity Movement dwelt on the relationship between WSM and NDWM as not one of dependency, but rather learning and drawing inspiration from each other. Mr. Rajendran, Lok Sabha MP from Tamil Nadu appreciated the selfless work of NDWM over the last 3 decades and expressed the hope that the Central Government would work speedily on ratification of ILO Convention 189. Ms Fish...
of IDWN, asserted that domestic workers should organize to speak for themselves and ensure that laws relating to them are just not on paper, but are implemented.

Labour Minister K T Pachaimal outlined the of labour welfare measures for domestic workers in Tamil Nadu and urged them to utilize Government programs in health and social security. Mr Coen Kompier of ILO, felt that the Government would not ratify 189 till national legislation was in place. With the support of MLAs and MPs, pressure needs to be mounted on the Government to act in this matter.

**Issues regarding rights of domestic workers, National Policy & Comprehensive Legislation for Domestic Workers and proposed amendments in prevailing legislation to address rights of domestic workers were commented upon by experts and union leaders from various Federations. Understanding the protection offered by the Sexual Harassment Act and the role of documentation and intervention strategies were stressed.**

After the talks by experts, the delegates met among themselves to discuss how best they would carry on the struggle to bring closure to the pending issues. Some of the actions suggested were a nation-wide one day hartal, co-ordinated in all the states, with memorandums to be handed to the State and Central Govts and the President, Post card and cloth banner signature campaigns, together with display of posters and distribution of pamphlets and enlisting the general public in their cause, Press Conference and media discussions on DW issues, continued advocacy and lobbying and filing a PIL on pending legislation.

These actions would be implemented at the local level involving DWs and the public at large, to keep up the pressure to resolve the long standing just demands of the domestic workers.

The Convention came to a close with a rousing programme of tribal dances as well as a play on the plight of domestic workers, performed by school children from the Paadhia team. It was symbolic that the hand held drums traditionally played at funerals were transformed into instruments to display the power of emancipated women. It was a fitting finale that summed up the goal of all members of NDWM to emerge from their isolated existence and lead a life of dignity, conscious of their rights and the contribution of their labour to society.
NATIONAL DOMESTIC
WORKERS’ DAY
UNITED TODAY FOR A BETTER TOMORROW

International Domestic Worker’s Day is observed on 16th June across the world. Using this day to conduct rallies, public meetings, and signature campaigns, domestic workers are given a platform to feel a sense of solidarity, voice their demands as workers and productive members of society.

NDWM conducts various programs around this day in all states. Over the years participation from domestic workers has shown a marked improvement. They are now more vocal about their problems, willing to join protest meetings and confident to meet Govt officials to claim their rights. The collective fight for their rights has boosted their morale and their dignity. This year, across states a central message rang out ‘to unite as one and together bring about change in our lives.’

Some of the common demands were
* Formation of social welfare boards and other govt. schemes
* Ratification of ILO Convention
* Fixing and implementation of minimum wages for domestic workers

Public meetings and press conferences were held in Madhya Pradesh, Maharashtra, Karanataka, Jharkhand, Assam, Uttar Pradesh, Bihar, Nagaland and Tamil Nadu. Officials and dignitaries of the state were invited to grace this occasion. They addressed the domestic workers and exhorted them to unite as one. In some regions, domestic workers were also given an opportunity to share their experiences. Memorandums were also submitted to officials in states like Karnataka. Prizes were also given to domestic workers and leaders for their service.

Rallies and demonstrations were held in Madhya Pradesh, Maharashtra, Karanataka, Jharkhand, Uttar Pradesh, Odisha. In a lot of these regions, officials were surprised to witness the unity among domestic workers. A human chain was formed in Indore to demand their rights, shouting “Sanghathan mein Shakti hain”. (There is strength in our organization.)

At most of the gatherings, domestic workers performed folk dances and other cultural shows. The excitement and smiles on their faces make this occasion memorable and uplifting.

Press across these states carried articles on the programs conducted by domestic workers on these days. The celebrations and programs were highly successful in creating awareness about the dignity of domestic workers and their respectful inclusion in society.
Below are pictorial depictions of the day celebrated in various regions:

**International Migrants Day**

National Domestic Workers Movement (NDWM) - Migrant Forum organized a Conference on International Migrant’s Day at Assisi Hall, Nagercoil, Kanyakumari District, which was attended by more than 260 women delegates.

A. V. Bellarmin, former MP, inaugurated the Conference and stressed the need of safeguarding the welfare of Indian migrants. The Director for Kalari Makkal Pannpaattu Maiyam, Rev. Amaladhasu Thensingh stated that the Central and State governments had not shown any interest in the welfare of migrant workers, who had to face numerous problems in foreign countries.

The issues highlighted by the speakers in the conference included abuses faced by illiterate and ignorant migrant workers, especially domestic workers who were vulnerable in the absence of protection through labour laws, especially in the Middle East.

At the end of the Conference, the demands were presented to the Government for effective redress which covered need for a separate Ministry for the migrant workers, ratification of Conventions 189 and 1990, survey of conditions and social security measures for migrants and pre-departure and returnee programs.
PARTICIPATION IN
INTERNATIONAL EVENTS

IDWF FOUNDING CONGRESS AT
URUGUAY, OCTOBER, 26-28, 2013

Around 185 delegates from 42 countries assembled at Montevideo, Uruguay for the Founding Congress of International Domestic workers Federation. This was a milestone for IDWN – the International Domestic Workers Network. Sr Jean Devos represented NDWM along with members of NDWTUF.

IDWN was launched at the International Labour Conference at Geneva in 2009 by key domestic workers’ organizations from across the world. Their main objective was to mobilize domestic workers’ organizations and their supporters worldwide to win an ILO convention for the rights of domestic workers. In June 2011, this objective was achieved with the adoption of ILO Convention C189 – Decent work for domestic workers. After this success, the Steering Committee took the decision to transform IDWN from a loose informal to a formal federation of member organizations. A Draft Constitution was developed for the Federation and national or local domestic worker organizations already working closely with IDWN were invited to become formal members. In May 2012, the Steering Committee approved the membership applications of 14 domestic worker organizations and they became the first group affiliates of IDWN. It was then decided to inaugurate this organization at a Founding Congress in October 2013.

At the Congress, reports from various regions were presented and discussed. This was followed by the adoption of the Draft Constitution and election of Governing Bodies. The present Executive Committee has been elected for 5 years.

ACHIEVEMENTS IN 2013 AND CHALLENGES AHEAD

- Training programmes were budgeted, planned and conducted to reach the maximum number of workers across all States, right up to the district and local level. The variety and number of programmes enabled reaching out to a wider audience comprising of newcomers and old hands. These had to be organised keeping in mind the constraints faced by workers to get time off from work. In some states and at the national level, language barriers had to be managed with translation by resource persons. The enthusiasm displayed by workers in absorbing the training and benefitting from new ideas made this activity fulfilling.

- Lobbying and advocacy activities received an extra push with the National Platform for Domestic workers unifying all like minded organisations to
pressurise the Government to pay heed to the rightful demands of domestic workers. Dharnas in several states received an enthusiastic support from workers who have become aware of leveraging their collective strength to demand their rights.

● Across all states, domestic workers have begun to own their responsibilities to increase membership in order to have greater clout and bargaining power. They are playing a greater role in convincing new members of the benefits of membership, in terms of access to social security schemes, awareness of rights and solidarity with other fellow workers. With the setting up of the National Federation, greater synergy is expected among State unions.

● Migrant domestic workers and child domestic workers have benefitted from anti-trafficking measures adopted in vulnerable states. Many have been rescued and rehabilitated, while new migrants have been given elaborate training about their rights and how to safeguard their interests in an alien environment.

Despite our best efforts, there has been no positive movement in the area of relevant legislation for domestic workers and the ratification of ILO 189. The shelving of the National Policy for Domestic workers by the past Government has been another setback. Domestic workers often feel discouraged by the lethargy and inefficiency of Government departments and Welfare Board authorities in addressing their issues. Many workers look for quick monetary returns and are not interested in the struggle and solidarity required to claim their rights.

Nevertheless, we look back and are grateful for the progress achieved thus far. We cherish the hope that we will succeed in our quest for dignity, justice and empowerment of all domestic workers.
We are grateful to our donors and funding partners...
**NDWM in News...**

**NDWM at United Nations High-level Dialogue on International Migration and Development,**

“Tighten laws to help migrant workers”

Recent demands, urging the Government to take action on the Human Rights violations on Indian migrant domestic workers to the Gulf.

At a press meet organised by the NDWM recently, women domestic workers, who were abused and harassed in the Gulf, gave an account of their plight and demanded that the State and Central Governments take immediate action to bring back the several thousand workers, who were still languishing in prisons. They also urged the law makers to book illegal agencies, which were exploiting these workers.

A few at the rescued workers spoke about the torture they underwent at the hands of the employers. "I was hired as a caretaker of an elderly person, but was asked to do all the household work. I was subjected to torture when I refused," said Manikkan, a 45-year-old lady from Villupuram. Several women, who managed to return home, alleged that they have had a long wait at the Indian Embassy. Their cries for justice were also unheard by the authorities back home. "My cries and complaints against the local agent have gone unheard," said Narla, a 38-year-old widow. She alleged that she was threatened by the agent and his team when she demanded justice. A few other women, who were similarly affected and the family of domestic workers who are still abroad narrated their plight to mediapersons.

Several such migrant domestic workers demanded that the government set up a separate Ministry to deal with the issues of overseas migrant workers and monitor agencies to prevent debt bondage and exploitation. They also urged the government to ratify the ILO convention on Domestic Workers and the UN Migrant Workers Convention and accordingly adopt their national laws to these international labour standards and ensure implementation.

Labourers from over 15 districts in Tamil Nadu are affected. The National Domestic Workers Movement has been working for this cause for the past eight years. The NDWM asked the government to address this issue by following the eight-point agenda for action framed at the United Nations High-level Dialogue on International Migration and Development that took place in New York earlier this month. Sister Vaithimalai, NDWM Coordinator for Tamil Nadu, said, "The government should recognise this as human rights violation and take action to bring these workers back and frame policies to protect them.”

Through an RTI petition filed by the Migrant Rights Council in Hyderabad it was found that there were 4,146 Indians locked up in Gulf prisons.

---

**Give us fixed minimum wages: domestic workers**

New Delhi: Thousands of domestic workers from different states came together at Jantar Mantar on Wednesday to demand enactment of a comprehensive legislation.

With exploitation of domestic workers at the hands of placement agencies and trafficking of girls from states such as Jharkhand, the demand for a regulation of domestic work and its recognition as an occupation with dignity has gained credence.

Under the banner of National Platform of Domestic Workers (NPDW) that draws its strength from more than 10 states, the workers have written to PM Manmohan Singh about their plight and the need for a law. At the demonstration the workers raised the demand for a legislation on social security and the regulation of employment.

In their petition, they pointed out how the National Policy of Domestic Workers announced by the Centre is still a draft. The petitions have been signed by thousands of domestic workers across the country. The NPDW brought to the fore that there are more than five crore domestic workers in the country engaged in different kinds of household works.

Helps protest in capital

Times News Network

New Delhi: Thousands of domestic workers from different states came together at Jantar Mantar on Wednesday to demand enactment of a comprehensive legislation.

With exploitation of domestic workers at the hands of placement agencies and trafficking of girls from states such as Jharkhand, the demand for a regulation of domestic work and its recognition as an occupation with dignity has gained credence.

Under the banner of National Platform of Domestic Workers (NPDW) that draws its strength from more than 10 states, the workers have written to PM Manmohan Singh about their plight and the need for a law. At the demonstration the workers raised the demand for a legislation on social security and the regulation of employment.

In their petition, they pointed out how the National Policy of Domestic Workers announced by the Centre is still a draft. The petitions have been signed by thousands of domestic workers across the country. The NPDW brought to the fore that there are more than five crore domestic workers in the country engaged in different kinds of household works.
National Domestic Workers’ Movement

A-104, St. Mary’s Apts., Nesbit Rd., Mazagaon, Mumbai 400 010
Te.: 022-2378 0903 / 2370 2498  Fax: 022-377 1131
Website: www.ndwm.org;  E-mail: ndwm@vsnl.com