ENSURING LABOUR RIGHTS AND
SOCIAL PROTECTION TO
DOMESTIC WORKERS.

Annual Report 2016

“DECENT WORK FOR
DOMESTIC WORKERS”
2016 was a mixed bag for NDWM. There were victories, large and small – but then, no victory is too small in the battle for a just and equal society. And no amount of setbacks are going to hold back this movement that is slowly but surely improving the lives of domestic workers, interstate and overseas migrants and children in danger of losing their childhood.

As the backbone of a fast-growing economy, domestic workers cannot and should not be ignored. It is their hard work that allows urban India to go on with their lives without a hitch, making domestic workers as important to the country's economic growth as the upwardly mobile white-collared workforce. It is imperative that they be treated on par with the rest, entitled to the same benefits and social welfare measures as their counterparts in the organised sectors. For 31 years, NDWM has been at the forefront to provide domestic workers with these very basic rights, pushing the envelope further with every passing year. And in 2016, we were rewarded by some truly remarkable results.

We continued exerting pressure on the Government so as to bring about the ratification of the ILO Convention 189. But the real feather in our cap was the tabling of a Private Members' Bill called the Domestic Workers' Act - 2016 in August 2016 by Member of Parliament, Shri. Shashi Tharoor. The Bill envisages better working conditions for domestic workers, minimum wages, equal access to employment opportunities and benefits of social security and welfare schemes, among other provisions. NDWM played a dynamic role in the drafting of this Bill. Though the bill does not guarantee national legislation at this stage, it is still a significant achievement. We will be closely watching its progress in Parliament.

Of the 16 states we work in, some raced ahead of the others in 2016. Notably, Jharkhand, Tamil Nadu, Manipur and Maharashtra. In Jharkhand, the Jharkhand Private Placement Agencies and Domestic Workers (Regulation) Bill 2016 was enacted in December 2016, making it mandatory for placement agencies to have themselves registered or obtain a license, whichever the case may be. NDWM was also active in the drafting of this Bill.

Public hearings led to some headway in Tamil Nadu, Bihar and Manipur. In Tamil Nadu, a new committee for minimum wages was finally established in November 2016 – a big step forward for the cause. In Manipur, officials from the labour department assured us that domestic workers would be scheduled under the Mission:

As a Movement we commit ourselves to promote and ensure participation of domestic workers in their struggle for rights and justice. We empower domestic workers to fight against all forms of injustice and discrimination.

Vision...
To create a just society for all women in domestic work, where they are treated with dignity and justice, their rights are upheld, they are recognized the contribution they make towards the economy and development, their voices heard and recognized. We also envision a society where child domestic work is abolished and all children enjoy mainstream education and full childhood.
2016 was a mixed bag for NDWM. There were victories, large and small – but then, no victory is too small in the battle for a just and equal society. And no amount of setbacks are going to hold back this movement that is slowly but surely improving the lives of domestic workers, interstate and overseas migrants and children in danger of losing their childhood.

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imum Wages Act. They also promised to implement the Act in the state as soon as possible.

In Maharashtra, rate cards were introduced in 2016, putting a much-needed smile on the faces of domestic workers. 700 domestic workers in Maharashtra and 30 per cent of the domestic workers in Tamil Nadu reported an increase in their salaries due to the rate cards. In Madhya Pradesh, we were assured that the process of setting up a Welfare Board for domestic workers was underway and that it should be functional by March 2017.

Despite facing challenges in other states, we remained steadfast in our determination to better the lot of the domestic workers. We lobbied vigorously with state officials, lawmakers and other stakeholders to push ahead with welfare measures and legislation. We look forward to seeing concrete action in 2017 – especially from the state officials in New Delhi, who we hope will understand the dire need for a National Legislation in the national capital.

It may have been 31 years since we first set out on a mission to better the lives of domestic workers but for NDWM, the work never stops. Every day is a new beginning. Every moment, an opportunity to accomplish just a little bit more. Our commitment remains firm, our resolve, unshakable. Moving inexorably ahead, we will continue to pursue our objectives no matter how long or tough the battle to achieve them. And providing us inspiration in this journey will be the many stakeholders who join and support this movement every day.

We see 2017 as a year for cohesive, multi-pronged action across all sectors – from the State and Central Governments and government agencies, to the employers, to the scores of workers, energised to advocate for themselves.

We are extremely grateful to all our benefactors, well-wishers, international affiliates and network colleagues for their encouragement and support. Our collaborative efforts brought substantial gains for the movement in 2016. Together we will continue to build on those gains in 2017 and bring the workers and children ever closer to fulfilling their dreams of living, working and flourishing in an equitable society.

Miss. Komal Soni
Consultant NDWM
Achievements in 2016

→ In Jharkhand, the Jharkhand Private Placement Agencies and Domestic Workers (Regulation) Bill 2016 was passed in the legislative assembly and enacted in December 2016. According to this Bill, placement agencies for unorganised workers will have to get registered or get a license issued by the government. NDWM was part of the drafting committee that held meetings with officials from the labour department regarding the registration of domestic workers under the SS Board.

→ As a result of NDWM’s relentless lobbying, MP Shashi Tharoor drafted a Private Members’ Bill called Domestic Workers’ Act - 2016, which was tabled in the parliament during the monsoon session on August 5, 2016. NDWM played a crucial role in the drafting of the Bill.

→ Our persistent efforts in Tamil Nadu saw a new committee for minimum wages finally being formed in November 2016.

→ In Bihar, the PIL we filed in the High court resulted in the Government setting up Unorganised Workers Welfare Board.

→ Rajasthan Government fixed minimum wages for domestic workers.

→ In Madhya Pradesh, all the domestic workers who are registered with the union now own C M domestic workers’ cards and can avail of its benefits. We were also assured that a social welfare board would be set up in Madhya Pradesh in 2017.

→ A rate card was introduced in Maharashtra and around 700 domestic workers got a raise, thanks to the new rate card.

→ In Tamil Nadu 60 per cent of the domestic workers started using rate cards to negotiate their salaries and 30 per cent saw an increase in their wages due to the rate card.

Sr Jeanne Devos’ note

31 years is a long time to struggle for something that should rightfully belong to everyone – dignity, equality, justice and growth. Yet, domestic workers have existed at the peripheries of society for much longer. We welcome the fact that they have started taking the initiative to fight for their rights. We are only too happy to provide them with the support and conviction they need to see the fight through. We hope to see them break free, fly high and reach for the stars, sooner rather than later.
**IMPACT in 2016...**

NDWM’s Training & Capacity Building programmes had strong attendance and led to meaningful learning for participants

315 programmes conducted across 16 states

14,898 domestic workers completed training

In 2016, the training imparted by NDWM led to impressive results. In several parts of the country, the leadership training programmes conducted by us resulted in local leaders of the movement taking it upon themselves to better their lot and that of their fellow domestic workers, fighting their battles together as well as providing each other with the necessary strength, motivation and solidarity, firmly taking the reins of the movement into their own capable hands.

Most importantly, the programmes were aimed at instilling in them a sense of pride and dignity in the role they play in keeping the wheels of a smooth economy rolling at a steady pace.

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**Voices...**

I joined Maharashtra Gharkamgar Sanghatana in 2007. Joining this organisation taught me about labour rights. The organisation gave us training in various fields. We attended many press conferences and through the training programmes, understood how to raise our demands before journalists. The organisation helped us in dealing with police cases as well, which gave us courage. We participated in rallies and meetings to raise our demands. Being a part of this organisation has led to a positive change in me and I have become capable of handling other workers’ problems. I am thankful to the organisation.

*Mangala Bavaskar*

Domestic worker, Maharashtra

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**Training and Capacity Building**
**Lobbying and Advocacy**

NDWM takes pride in spreading the message of the movement. Through rallies, press conferences, signature campaigns, post-card campaigns, street plays, we never let up the pressure. In 2016, our campaigns reached out to chief ministers, labour ministers, MLAs as well as the Prime Minister and the President for action. Our primary demands being the need for the ratification of ILO Convention 189 on decent work for domestic workers, fixing minimum wages for domestic workers and including them in Welfare Boards as well as schemes.

**IMPACT in 2016...**

NDWM’s lobbying for domestic workers’ rights with the political establishment and the bureaucracy had an even greater reach in 2016:
- 51 memoranda submitted to central and state governments
- 136 MPs and MLAs and 43 government officials met by Advocacy Committee members
- 56,000 signatures gathered and submitted to political leaders, including the Prime Minister and the President of India
- 19 press conferences held and 263 journalists met
- 25,676 posters and stickers pasted across the country to raise awareness
- 1,20,840 domestic workers participated in rallies, marches, demonstrations, etc to press for change

**Voices...**

I feel privileged to know about the North Eastern Regional Domestic Workers’ Movement, which takes the initiative to protect the rights and dignity of domestic workers. In my state, I have seen the struggles of the domestic workers. For instance, they make lots of efforts and sacrifices to reach the employers’ house and take care of their homes and children responsibly while leaving behind their own children and family. As the Labour Minister, I have thought long and hard about their rights. Thus I had put forward petitions in the Assembly of 2015 to discuss the bill for minimum wages and for domestic workers’ employment. But only once the bill is enacted will it be effective.

**Dr M Ampareen**

Lyngdoh Labour Minister, Meghalaya

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**Voices...**

The NDWM - Nagaland region, has been intervening in a very critical and humane manner in bringing about a revolution of sorts, particularly in Dimapur district and adjoining neighbourhoods. The section of people who have no voice has been lent a vital platform to express their disabilities and concerns. The testimonies of several domestic workers, which I have personally been witness to, clearly reflect this huge positive impact. The organisation has been doing commendably well. All they need at this stage is a support system from all possible sources to ensure the sustenance of their very noble activities.

**Kesonyu Yhoma**

Deputy Commissioner, Dimapur, Nagaland
Voices...

I appreciate the dedication of the Organisation in bringing about positive changes in the lives of domestic workers. I truly appreciate the people who work with the Organisation day and night, trying to get justice for those who have been wronged and denied. The Organisation has been pretty much successful in uniting the domestic workers, making them aware of their rights and has been successful in making general public understand that domestic workers deserve a life of dignity and respect.

Alka Verma Advocate, Patna High Court, Bihar

Voices...

My son Purbajit Patgiri got educational assistance of Rs 1000 and Rs 600 respectively in 2016 and earlier. I got weekly offs in two households. I also became aware of the rights of the domestic workers and became more empowered after attending the programmes of NDWM.

Sarala Patgiri
Domestic worker, Assam

Securing Social Security benefits

For domestic workers to enjoy an equal share in the economy, it is vital that they be included in the social security schemes that workers from the organized sectors enjoy. After the passage of the Unorganised Workers Social Security Act in 2008, it was made mandatory for every state to set up Welfare Board which would provide domestic workers with benefits such as medical insurance, assistance with the education and marriage of their children and pension in their old age. Some progress was made in this area in 2016. As a result of our efforts, domestic workers in Bihar are now included in the Unorganised Workers’ Welfare Board.

Amongst other benefits enjoyed by domestic workers in 2016 were opening of bank accounts, acquiring PAN cards, getting health insurance, receiving free gas connections, rations at a low price, maternity benefits, old age pension, scholarships, pension for widows and financial support via marriage schemes, disability schemes and for funerals.

Benefits from Social Welfare Boards:

<table>
<thead>
<tr>
<th>State</th>
<th>No of people registered</th>
<th>No of people renewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maharashtra</td>
<td>1837</td>
<td>1287</td>
</tr>
<tr>
<td>Udaipur</td>
<td>992</td>
<td>484</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>724</td>
<td>680</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>880</td>
<td>-</td>
</tr>
</tbody>
</table>
**IMPACT in 2016...**

NDWM’s vigorous efforts secured social benefits for domestic workers across the country. Some highlights:

- 3,923 domestic workers received social security and social welfare benefits.
- Rs 41,05,600 disbursed via social security and welfare schemes
- Rs 2,37,000 granted to 11 domestic workers under the Pradhan Mantri Awaas Yojana

**Benefits through Social Welfare and other Schemes:**

![Pie chart showing benefits received by domestic workers](chart.png)

**Preventing trafficking & safeguarding rights of migrant workers**

**Interstate Migration:**

At NDWM, we aim to educate parents, children and other members of society on the very real dangers of human trafficking and the risks that go hand in hand with migrating to other areas for work. Awareness, we feel, is key to crushing this problem before it destroys any more families. Having worked in this area for several years, we have identified vulnerable areas across the country and have been organising programmes at schools, gram sabhas and community centers to raise awareness. We have also been working closely with panchayats and village sabhas on maintaining records of the
migrant workers as well as their prospective employers or place of employment. The crucial need for notifying local bodies before migrating has been impressed upon both the workers and the authorities.

<table>
<thead>
<tr>
<th>State</th>
<th>Migrants covered by awareness programmes</th>
<th>Community meetings</th>
<th>Illegal agents identified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tamil Nadu</td>
<td>6000</td>
<td>65</td>
<td>7</td>
</tr>
<tr>
<td>Delhi</td>
<td>2000</td>
<td>50</td>
<td>-</td>
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<tr>
<td>Madhya Pradesh</td>
<td>-</td>
<td>15</td>
<td>-</td>
</tr>
<tr>
<td>Nagaland</td>
<td>6860</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>5080</td>
<td>18</td>
<td>-</td>
</tr>
<tr>
<td>Manipur</td>
<td>739</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>Bihar</td>
<td>11,000</td>
<td>14</td>
<td>3</td>
</tr>
<tr>
<td>Orissa</td>
<td>54</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>Assam</td>
<td>1300</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**Overseas Migration**

To prevent deception by callous agents and willful employers, we have been working along with the government to assist the migrant workers before, at the point of and after the migration. We help them understand their contracts, inform them about local cultures, teach them a few sentences in the local language and provide them with helpline numbers. Conducted through the year, our awareness programmes educate workers on the pitfalls of overseas migration so that they can make an informed decision if and when they decide to migrate to another country for work.

**Voices:**

The way of dealing migration issues by NDWM, by providing services such as Pre Departure Orientation Program for Migrant Workers in POE Office, Advocacy & Awareness Programs, Legal Assistance, lobbying with Law Makers to facilitate amendments in existing Acts, Rules, Regulations, Guidelines related with migration, is highly appreciative. I wish NDWM to succeed in all their future endeavours. Thank you.

**Adv. T. Hubertson,**

*Middle East Policy Advisor*
In Tamil Nadu, 60 per cent of the domestic workers got a raise, thanks to the Agencies and Domestic Workers (Regulation) Bill 2016. In Madhya Pradesh in 2017, workers under the SS Board assured that a social welfare board would be set up in Rajasthan Government fixed minimum wages for domestic workers. In Bihar, the PIL we filed in the High court resulted in the Government setting up Unorganised Workers Welfare Board.

Agencies and Domestic Workers (Regulation) Bill 2016 was passed in the legislative assembly and enacted in December 2016. According to this Bill, placement agencies for unorganised workers will have to get registered or get a license. In Jharkhand, the Jharkhand Private Placement Board.

NDWM played a crucial role in the drafting of the Bill. Shashi Tharoor drafted a Private Members’ Bill called Domestic Workers’ Rights Bill, 2013 and brought it before the Lok Sabha. We framed a 21-point charter of demand which was approved by the National NGO Forum on Migrant and Majority Rights (NNFM). The theme of the Bill was taken up by the National Labour Commission (NLC) and National Human Rights Commission (NHRC). As a result of our efforts, the Government of India introduced an amendment in the SS Act, 1986, in the last session of the 16th Lok Sabha. This Bill got the support of the Lok Sabha and the Rajya Sabha passed it.

In Madhya Pradesh, all the domestic workers who are registered with the union now own C M domestic worker’s cards and can avail of its benefits. We were also able to approach the Government in Rajasthan to introduce a similar law.

In November 2015, we met with the minister of state for labour and the labour department. We informed them about the demand of our workers. In December 2015, we met with the minister of state for labour and the labour department. We informed them about the demand of our workers. We also held a meeting with the minister of state for labour and the labour department. We informed them about the demand of our workers. We also held a meeting with the minister of state for labour and the labour department. We informed them about the demand of our workers.

We liaised with the auto drivers’ union, taxi drivers’ union and the lahsra pullers’ union in Nagaland for their support in pressurising the government to register the union and reintegration of victims of human trafficking. One child was reunited with the umbrella of CBCI Labour Commission Network.

Voices:

Every cloud has a silver lining means that you should never feel hopeless because difficult times always lead to better days. The problems that migrants face are enormous and the solutions can sometimes lead to hostility – the efforts of the NDWM-Migrant Forum are definitely a silver lining for the migrants, bringing hope to needy migrants.

K. Ramesh
Assistant Commissioner (RR/ NRT), Tamil Nadu
For true change, it is important for all like-minded organisations to work together cohesively and exert pressure where necessary, not only at the national level, but internationally as well. With this in mind, NDWM regularly coordinates with other NGOs, trade unions and local bodies to press the government to legislate, execute and deliver programmes that are in the collective interests of the workers. Most of the legislations and welfare measures that are in place right now for unorganised workers are thanks to these collaborations.

Internationally, NDWM is affiliated with IDWF (International Domestic Workers’ Federation) which has 33 other affiliates comprising of organisations in Asian, African, Pacific, Caribbean, European, Latin American and North American countries. It is through the efforts of all these international organisations, that 24 countries have already ratified ILO convention 189.

**Some results of NDWM’s networking efforts in 2016:**

- NDWM and Unorganised Workers’ Federation collaborated at a public hearing in Tamil Nadu to present the case of evicted domestic workers and unorganised workers set to be relocated.

- In Tamil Nadu, NDWM also participated in a consultation with the Centre for Women Recharge on the ratification of the ILO convention 189.

- NDWM joined hands with Koshish Charitable Trust in Bihar to organise a Right to Food campaign. Members of NDWM conducted signature campaigns in several areas. These were later submitted to the nodal officer.

- NDWM organised a round table conference on the rights of domestic workers, Minimum Wages Act, social welfare schemes and human trafficking in Manipur, which was attended by Women Action for Development, Centre for Social Development, Manipur Alliance for Child Rights, the social welfare department and the labour department.

- In Lucknow, NDWM and the NGO Ankur took the lead in conducting a meeting with the minister of state for labour and the labour department on the issue of minimum wages for domestic workers. Other NGOs to participate in the meeting were Hamsafar, Vigyan Foundation and Mahila Mandal.

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**Voices:**

*First and foremost, I sincerely appreciate the hard work of the team of NDWM-Nagaland for initiating the good work among the poor and the needy. It was the first of its kind to be introduced in the state and I was very glad to learn that many of the government and non-governmental organisations collaborate with the movement in organising events. Through this movement and the initiative of the sisters, the gap between the employers and the employees is levelled. The movement has become the voice of the voiceless by providing justice and rights to those who have otherwise never enjoyed these.*

**Dr Anto Paul,**  
**Director of Peace channel and Principal, NEISER, Nagaland**
Together with Mumbai Working Group for Juvenile Justice, NDWM consulted on the amended draft of CLB Act, 1986, against the relaxation of the age limit for child labour in Maharashtra. It also worked actively on the formation of new rules under the Act.

In Delhi, we got together with a local NGO, Chetanalaya, to provide support to a victim of sexual abuse.

In Odisha, we collaborated with officials from the labour department, the police, Central Board for Workers' Education, Municipality Janashiksa Sansthan and NGOs such as Childline Centre to tackle cases of human trafficking, provide training for development of skills and to discuss the government's welfare schemes.

We liaised with the auto drivers' union, taxi drivers' union and thela pullers' union in Nagaland for their support in pressurising the government to register the Nagaland Domestic Workers' Union, to include domestic workers in the schedule of employment and for fixation of minimum wages.

We also worked with Childline in Nagaland to rescue children who had been victims of trafficking and to provide them with shelter.

We networked with the deputy commissioners of three districts of Assam for the prevention of human trafficking and unsafe migration. A memorandum was framed for submission to the chief minister. The organisations that work for the prevention of human trafficking and bonded labour have now been brought under the umbrella of CBCI Labour Commission Network.

Also in Assam, we worked with Child Welfare Committee for the repatriation and reintegration of victims of human trafficking. One child was reunited with his family in Jharkhand, another in Tezpur, Assam.

Our alliance with Hotel Radisson Blu in Jharkhand led to daughters of ten domestic workers being selected for training and placement at the five-star hotel.

Voices...

I am indeed proud to hear that the North Eastern Regional Domestic Workers’ Movement is working for the rights, justice, dignity and empowerment of the domestic workers who are the so called the vulnerable group in the society. I am grateful to the movement who is making extra effort to bring up the domestic workers to help them realize their rights and status of life.

Chief Minister Honorable Dr. MukulSangma,Meghalaya
Voices...

NDWM is an Organisation working for the underprivileged sections of the society, mainly for domestic workers and to curb human trafficking. Society often looks down upon domestic workers as mere servants, maids, helpers, etc, failing to recognise the great contribution they make to the lives of the families they work for and to society at large. We very much appreciate the challenging work that the organisation does for the rights of the domestic workers.

Dr M Dominic
Kansouwa  Chairman, Finance Committee, Manipur

Safeguarding Rights of Children in Domestic Work

The Child Labour (Prohibition and Regulation) Act, 1986, amended in 2006, stipulates that children below the age of 14 cannot be employed for any kind of occupation, including domestic work. A recent amendment seeks to prohibit employment of children below 14 years in all occupations except where the child helps his family after school hours. This is a glaring loophole that can be exploited by unscrupulous elements to employ young children under the pretext of “family”. NDWM has been leading the movement to safeguard children’s rights and has been strongly protesting the amendment.

Under the aegis of NDWM, children across the country made human chains, staged street plays, participated in signature and poster campaigns, distributed pamphlets, and presented song and dance shows to raise awareness.

Child rights movement groups and child participation programmes

<table>
<thead>
<tr>
<th>State</th>
<th>Identified Children</th>
<th>Rescued/Rehabilitated</th>
<th>In bridge schools</th>
<th>Supported mainstream Education</th>
<th>Vocational Training</th>
<th>Awareness campaigns</th>
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<td>-</td>
<td>28</td>
<td>35</td>
<td>66</td>
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</tbody>
</table>

The Railway Child line programme was initiated by the government of India for the prevention of child trafficking. As part of this initiative, NDWM collaborates with the ministry of women and child development, ministry of railways and the government of India through their nodal agency, Children India Foundation, to assist needy children. A helpdesk functions round the clock at the Ranchi railway station in Jharkhand in order to prevent child trafficking, child labour or any other crimes against children. A helpline number, 1098, can be dialled at any time of the day or night for assistance.
In 2016, Childline actively participated in spreading awareness about child labour and child trafficking at and around the railway station by organising signature campaigns, performing street plays and holding meetings with coolies and vendors working at the railway station. In a campaign called Childline se Dosti, young children tied ribbons to several local officials, further spreading word of the very important work that Childline does in Ranchi. NDWM assisted Childline Ranchi in taking care of needy children. It did so in collaboration with the ministry of women and child development’s CHILDLINE India Foundation.

<table>
<thead>
<tr>
<th>Children Lost</th>
<th>Rescued</th>
<th>Sheltered</th>
<th>Restored</th>
<th>Childline Ranchi</th>
</tr>
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<td>114</td>
<td>26</td>
<td>84</td>
<td>485</td>
</tr>
</tbody>
</table>

**IMPACT in 2016...**

NDWM conducted several programmes for empowering children:

- 32 child domestic workers were enrolled in government schools in UP by NDWM
- 24 children’s clubs formed in six slums of Assam, comprising of 300-400 children
- 23 child rights’ movements formed and strengthened in Guwahati
- Training programmes held for children in 20 areas of Dimapur district of Nagaland and Karbianglong district of Assam
- In Tamil Nadu, NDWM was part of a consultation with World Vision to recommend necessary changes in the draft National policy of Action for children
- On May 13, 2016, children in Tamil Nadu organised a press conference where they demanded that protection of children be made the top priority of all political parties and be included in their election manifestos
- As a result of NDWM’s activities, children in Tamil Nadu initiated awareness on air pollution and rain-water harvesting in their areas. They also petitioned local bodies for libraries, toilets and playgrounds in their villages
- In Maharashtra, there was a rise in the membership to CRM groups with each

**Voices:**

I am a 15-year-old studying in the 9th standard. I am also a domestic worker. I go to school in the morning and for domestic work after school. I am a leader of one of the child rights’ groups. I am part of the organisation for the last six months. My confidence has increased since I joined the organisation. Now I have a goal in life. The training programmes have taught me a lot. I learnt that children have 54 rights. The organization conducted a programme on gender equality for parents. That’s when I learnt about the concept of gender equality.

Now my mother has stopped discriminating against me at home. I am happy now. I have started concentrating on my studies. Thank you for giving me information on the laws of the country – I know this information will really help me in my future.

**Rohini Bhaire**

Child domestic worker, Maharashtra
Voices:
I have been a domestic worker for many years but I was not aware of my rights. As a domestic worker, I have had to work without a day off and for very low wages. It has been a struggle to manage the economic condition of my family. It was enlightening to meet the team of NDWM when they came for identification and registration. It was motivating to learn about the rights of domestic workers. It gave me dignity and hope for justice. I am grateful to the movement.

Achal Gurung
Child domestic worker, Meghalaya

group consisting of around 30 children

- Maharashtra also succeeded in reaching out to migrant child labourers and domestic workers, especially those from the north of India, Nepal and West Bengal

- As part of the exposure programme children visited historical spots such as Sitamadi and Dala, a vaishnav temple in UP, and NGOs such as Missionaries of Charity’s children’s home in Meghalaya and Arunodhya in Tamil Nadu, infusing them with a fresh perspective to life and childhood

NDWM organised Training & Awareness programmes for children in the following areas:


NDWM believes that for children to be truly free of the menace of trafficking and forced labour, it is imperative that they be educated on their rights and take the lead in the movement for their liberation from illiteracy and poverty. All children deserve equal opportunities and we have been providing them with adequate training so that their personalities and capacities can reach their full potential.

For them to get a first-hand experience of the functioning of the government, we organise visits to police stations, the labour department, the child welfare commission and other local bodies. This helps the children keep abreast of the progress made in the field of child welfare and child rights as well as sensitise officials to their plight.

<table>
<thead>
<tr>
<th>State</th>
<th>No of CRM groups</th>
<th>No of children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bihar</td>
<td>16</td>
<td>368</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>32</td>
<td>624</td>
</tr>
<tr>
<td>Meghalaya</td>
<td>20</td>
<td>350</td>
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<td>Karnataka</td>
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<tr>
<td>Assam</td>
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<tr>
<td>Tamil Nadu</td>
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<td>1430</td>
</tr>
<tr>
<td>Madhya Pradesh</td>
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<td>200</td>
</tr>
<tr>
<td>Nagaland</td>
<td>24</td>
<td>550</td>
</tr>
<tr>
<td>Maharashtra</td>
<td>16</td>
<td>400</td>
</tr>
<tr>
<td>UP</td>
<td>23</td>
<td>282</td>
</tr>
<tr>
<td>Udaipur</td>
<td>7</td>
<td>250</td>
</tr>
</tbody>
</table>

NDWM Annual Report 2016
Crisis intervention

Being illiterate and poor, most domestic workers have no one to turn to in their hour of need. NDWM provides them reprieve when they most need it and fights their fight to the very end. We have set up legal cells in Maharashtra, Jharkhand, Bihar and Nagaland, which are manned by legal experts. We also educate the workers about the Sexual Harassment and Domestic Violence Acts on a regular basis so that they are not rendered helpless in the face of calamity.

- A domestic worker used to stay in the servant’s quarter of her employer’s house in Jharkhand. One day her employer, a regular alcoholic, got abusive and forced her and her family out of the servant quarter. The employer also retained her LPG cylinder. Animators and union members took the matter to the police. The police summoned the employer and made him pay the wages for the month and retrieved the gas cylinder. The domestic worker is now working in a different house for better wages and in healthier working conditions.

- A domestic worker in Uttar Pradesh was accused of stealing a mobile phone and money from her employer’s house. She was beaten up and asked not to come back to work. The employer already owed her salary for three months. Two of NDWM’s members went with the domestic worker to meet the employer. The employer repeated the story of the theft. He refused to hire her back but promised to clear her dues within a week. He kept his promise and the domestic worker got her wages within a week.

- A 34-year-old domestic worker in Odisha had been working for the same employer for six years and trusted the employer implicitly. Since her husband was a drunkard, her employer suggested that she take only a part of her salary and put the rest in the employer’s account in order to save some of her earnings. The domestic worker agreed. But later when she asked for her savings, the employer’s son beat her up. She had to be rushed to the hospital where she requested a meeting with the staff and local leader of NDWM. All the members of the union gathered together and proceeded to the employer’s house. The employer promised to return the money within two days and after two days, called the domestic worker and the NDWM group leader and returned the money.

<table>
<thead>
<tr>
<th>Type of Case</th>
<th>No of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
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</tr>
<tr>
<td>Property Disputes</td>
<td>11</td>
</tr>
<tr>
<td>Non-payment of Salary</td>
<td>8</td>
</tr>
<tr>
<td>False Imprisonment</td>
<td>1</td>
</tr>
<tr>
<td>Divorce</td>
<td>7</td>
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<tr>
<td>Dowry Harassment</td>
<td>2</td>
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<tr>
<td>Family Feuds</td>
<td>1</td>
</tr>
<tr>
<td>False accusation of Theft</td>
<td>24</td>
</tr>
<tr>
<td>Defamation</td>
<td>2</td>
</tr>
<tr>
<td>Arrest</td>
<td>1</td>
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<tr>
<td>Physical Assault</td>
<td>2</td>
</tr>
<tr>
<td>Child Sex Abuse</td>
<td>3</td>
</tr>
<tr>
<td>Harassment by in-laws</td>
<td>1</td>
</tr>
<tr>
<td>Rescued from Employer</td>
<td>1</td>
</tr>
<tr>
<td>Missing Persons</td>
<td>1</td>
</tr>
<tr>
<td>Rescue and rehabilitation of victim of trafficking</td>
<td>42</td>
</tr>
</tbody>
</table>
Voices:
NDWM made significant efforts at the national and State levels for national level legislation for DWs and collaborated at highest levels, i.e. with a Senior MP of the opposition party, national level trade unions, the ILO and other stakeholders. It is a known fact that, in India, laws related to labour and social protection are often delayed by governments and also getting the national legislation getting through is always a huge challenge.

National Programmes

Lobbying for legislation for domestic workers.

A delegation of 11 persons from ten states went to New Delhi in April 2016 to lobby for national legislation for domestic workers, ratification of ILO C-189 and to lodge objections to the dilution of the Child Labour Law. The delegation met Jual Oram, minister of tribal affairs, Rangarajan Kumaramangalam, chairperson, National Commission for Women, Sitaram Yechury, General Secretary of CPI, and Shashi Tharoor, MP, among others. Memoranda were also submitted to the offices of the Prime Minister, the President of India, the vice president, the speaker of Lok Sabha, the law ministry, etc. As a result of these meetings, MP Shashi Tharoor drafted a Private Members’ Bill called the Domestic Workers’ Act - 2016, which was tabled in the Parliament during the Monsoon Session in August 5, 2016. NDWM played an active role in the drafting of the bill.

IDWF Training programme

A training programme was organised on June 7 and 8, 2016, by FES, ILO, IDWF and ITUC at City Park Hotel, New Delhi. 30 participants from different states, national centres, trade unions of domestic workers and allies attended the programme themed, “Building a Strategic Advocacy Campaign to Secure Rights and Protection of Domestic Workers”. The main focus of this training was to get a central legislation for domestic workers. Some of the points that were discussed were trade unions, effective media coverage, unionisation of domestic workers, minimum wages, membership of the employees, social security measures for domestic workers, regularisation of placement agencies, focus on International Domestic Workers’ Day and importance of the Tripartite Board.

National Consultation on Comprehensive Legislation for domestic workers

A two-day consultation was organised by the National Platform for Domestic Workers (of which NDWM and NDWF are members) for a comprehensive national legislation for domestic workers. Many senior officers from the ministry of labour including deputy director general of labour welfare and nine members of
parliament from several parties including the BJP, Congress, CPI(M), JDU, SP and Trinamool Congress were present at the consultation and provided inputs and suggestions to improve the bill. The union minister for labour offered to take things forward, starting with notifying a policy for domestic workers. The inclusion of domestic workers in the Employees State Insurance scheme was also discussed. It was also suggested that a PIL demanding regulation of domestic work and social protection measures be filed.

**National Workshop for Children of the CRM**

A workshop on “Enhancing Right to Participation through the Child Rights Movement” was conducted from May 3 to May 5, 2016 at Asha Nivas in Chennai. 46 participants from 10 states attended the workshop. Andrew Sesuiraj, assistant professor, Loyola College was the main facilitator for the inaugural workshop Virgil, director of Arunodaya, Father Felix, President of Jaan Foundation, G K Kumasran, child protection specialist at UNICEF and Filiep De Zutter, operations manager at International Seaport Dredging Ltd as the chief guests. During the inaugural session, the Child Rights Movement’s motive to strengthen child participation was introduced. The movement was meant to create a platform for children to become aware of their rights and to become agents of change.

On the first day, the resource person discussed the importance of the child rights movement and the need for children to come together to voice their opinions to the government.

On the second day, the children made charts and, through interactive sessions, presented the leadership structure of the CRM in their state, the format of meetings held, the various campaigns and advocacy activities conducted and rescue and rehabilitation measures taken. They were taken to Marina beach for a picnic after the session.

On the third day, the children discussed the meetings held by CRM in their states, and made suggestions on ways of making those meetings more meaningful. They drew up a plan of action for the same, which they decided to discuss with their peers back in their states before sending a final plan to Sister Christin Mary, the national coordinator of NDWM. All in all, it was a learning experience for the children as they sought more awareness programmes in their regions so that an even greater number of children could be educated about their rights.
On February 17, 2016, the National Conveners’ meeting of the National Platform was organised at Montfort Social Institute in Hyderabad. The meeting was attended by Br. Varghese and Br. John from MSI, Nalini and Sonia from SEWA, Sr. Lissy, Sr. Lissia and Vijaya Lakshmi from APDWU, Medha from Pune Domestic Workers’ Union, Sr. Celia from Karnataka Domestic Workers’ Union, Subhash and Bibiana from Nirman and Fr. Chetan from NDWM along with other stakeholders. The unions encountered the struggles faced by domestic workers and campaigns mounted for the rights of domestic workers. The National Platform’s future plan of action was also formulated.

**Report of the National Platform Meeting**

On September 19 and September 20, 2016, coordinators from all 16 states gathered at Sarvodaya in Mumbai for the coordinators’ meeting. They were addressed by Sister Jeanne Devos, the founder of NDWM, on the power of the movement and the need to march ahead in solidarity, irrespective of the challenges. In turn, the coordinators shared their dreams, expectations and motivations. They also discussed NDWM’s achievements in each of their states, challenges faced by it and strategy for the way forward. They were then engaged in an interactive session on legislation for domestic workers. Nalini from SEWA conducted the session. She stressed on the need for central legislation to spell out domestic workers’ rights and not just focus on welfare measures, to define the responsibility of employers and to regulate employment agencies. She also called for legislation that would require a percentage of tax to be used for social security. The two-day meeting also included a session on accounts as well as a presentation on the data required for NDWM’s annual report. The occasion was also used to felicitate Sister Jeanne for her tireless service. She was presented with colourful shawls and headgear, besides emotional accounts by coordinators who have drawn inspiration from her. The programme ended with a presentation on future plans by the coordinators of all the states.

**Coordinators’ Meeting**

On September 19 and September 20, 2016, coordinators from all 16 states gathered at Sarvodaya in Mumbai for the coordinators’ meeting. They were addressed by Sister Jeanne Devos, the founder of NDWM, on the power of the movement and the need to march ahead in solidarity, irrespective of the challenges. In turn, the coordinators shared their dreams, expectations and motivations. They also discussed NDWM’s achievements in each of their states, challenges faced by it and strategy for the way forward. They were then engaged in an interactive session on legislation for domestic workers. Nalini from SEWA conducted the session. She stressed on the need for central legislation to spell out domestic workers’ rights and not just focus on welfare measures, to define the responsibility of employers and to regulate employment agencies. She also called for legislation that would require a percentage of tax to be used for social security. The two-day meeting also included a session on accounts as well as a presentation on the data required for NDWM’s annual report. The occasion was also used to felicitate Sister Jeanne for her tireless service. She was presented with colourful shawls and headgear, besides emotional accounts by coordinators who have drawn inspiration from her. The programme ended with a presentation on future plans by the coordinators of all the states.

**Regional Training Programmes**

NDWM held two-day training programmes for domestic workers’ leaders and the staff of NDWM from the North, East, North-East and South regions. On September 21 and September 22, 2016, training programmes were conducted for the North Region at Sarvodaya in Mumbai, Maharashtra, covering New Delhi, UP, Goa, Udaipur, Kota and Maharashatra. The training for the East Region was held on November 10 and November 11, 2016 at SEWA Kendra, Patna, Bihar. The topics covered in these two regions were communication skills, the various levels of governance at the local and national stage, the procedures for conducting meetings and for filing police complaints, child rights, child protection and related acts, occupational health hazards faced by women and preventive measures for these
hazards as well as gender equality.

For the North-East Region, the training programmes were organised on October 4 and October 5, 2016 at Pastoral Centre, Shillong, Meghalaya. These programmes covered the states of Assam, Manipur, Meghalaya and Nagaland. Training was imparted on areas such as labour rights, social security and social protection for domestic workers, the concept of domestic work, the means of livelihood, decent working conditions and wages for domestic workers, human trafficking and safe migration, the need for trade unions, the Trade Union Act 1926, the importance of being part of a union and features and activities of the trade union. The training laid special emphasis on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 since such harassment is quite rampant.

For the South Region, training was conducted on October 17 and October 18, 2016 at Vadipatti, Madurai in Tamil Nadu, covering Tamil Nadu, Kerala and Karnataka. The training focused on strengthening domestic workers’ union, siddha, acupuncture, and medicinal plants as remedies for diseases and the child rights movement.

In each region, the training was followed by group discussions on the topics covered. The training programmes concluded with discussions on projects and activities conducted in each state, number of domestic workers covered, the presence of a union for domestic workers in the state and if it is registered, the government programmes available for domestic workers as well as a session on evaluation and action plan for the future.

**Second Congress of National Domestic Workers’ Federation**

72 delegates from 14 unions of NDWF, including coordinators and key personalities from the states covered by NDWM, attended the second congress of National Domestic Workers’ Federation at Navjivan in New Delhi on November 23 and November 24, 2016. Also present were J.K. Sagar, deputy director general, labour welfare, government of India, Amod Kanth, chairperson, Domestic Workers’ Sector Skill Council, government of India, and Father Felix D’Souza, president, NDWM.

Nirmala Devere, general secretary of NDWF, declared the congress open. Renu Linda, treasurer, NDWF, presented the three-yearly report of NDWF. Amod Kanth, Father Felix D’Souza, Nirmala Devere, Sushila Shardul, Seethalakshmi,
Suggested that a PIL demanding regulation of domestic workers in the Employees State Insurance Act was filed. Parliamentary bodies of several parties including the BJP, Congress, CPI(M), JDU, SP and Trinamool Congress sought more awareness programmes in their regions so that an even greater number of domestic workers in the country would get the benefits of the scheme.

On the first day, the resource person discussed the importance of the child rights campaign. She was presented with colourful rosettes by the children and aware of the good work being done by the organization. The children decided to discuss with their peers back in their areas and make suggestions for improving the scheme.

On the second day, the children made charts and, through interactive sessions, were taught about the importance of child rights. They drew up a plan of action for the same, which was communicated to the coordinators of all the states.

On the third day, the children discussed the meetings held by CRM in their states, and made suggestions for unions from Rajasthan (Kota), Goa and Meghalaya. Unions from Karnataka and Kerala were conditionally approved. The congress also decided to bring down the amount of membership fee to Rs 30 and the entry fee to Rs 10, until the next congress. Due to lack of clarity under the provisions of the Trade Union Act, 1926, the issue of membership for domestic workers belonging to the age group of 16-18 years was deferred. No resolution was passed on the subject of male domestic workers.

The congress also conducted the election for the executive committee of the National Domestic Workers’ Federation. Bajoplin Kharmudai from Meghalaya, Renu Linda from Jharkhand, Chandra Rao from Odisha and Lata from Delhi were elected as the president, general secretary, treasurer and vice president, respectively. Sessions on future plans, 2017-21, and on formalising the domestic work sector through cooperatives followed. The congress concluded with the oath taking ceremony of the newly elected executive committee members.
Special Events

International Domestic Workers’ Day

June 16 is celebrated as Domestic Workers’ Day around the world. It was on this day in 2011 that ILO Convention 189 for domestic workers came into force, recognising domestic work as decent labour and laying down guidelines for treating domestic workers on par with other workers. NDWM celebrated the day by organising signature campaigns, rallies and press conferences across the 16 states we work in. The programmes pushed for the fixation of minimum wages, establishment of welfare boards for domestic workers, formulation and implementation of social security schemes for domestic workers at the state level and the ratification of ILO convention 189 through national legislation.

NDWM salutes the spirit of domestic workers every year on June 16. Despite the struggle and strife they face on a daily basis, domestic workers remain steadfast in their fight for a better future for themselves and their children. Celebrating International Domestic Workers’ Day is our way of paying tribute to their strength. It is also a platform for them to express solidarity with each other and share their individual and collective stories of hardship. In 2016, NDWM brought together domestic workers from across the country to celebrate by participating in rallies and silent marches, attending seminars, performing street plays, singing songs and giving speeches.

In Bihar, a rally of around 800 domestic workers from four districts demanded the ratification of ILO Convention 189 and the setting up of a welfare board in the state. A memorandum demanding benefits for domestic workers was presented to the assistant labour commissioner in Indore.

In Manipur, a memorandum was submitted to T Manga Vaiphei, minister for labour and employment, demanding fixation of wages under the Minimum Wages Act, inclusion in welfare schemes and a well functioning welfare board. In his speech to the domestic workers, the minister said that by registering in the labour board they could avail of benefits of various schemes. He also said that the process of fixation of minimum wages was underway and promised to look into the matter of setting up a welfare board.

In Uttar Pradesh, around 400 domestic workers took out a rally from BHU

Voices:

Through the intervention of NDWM, domestic workers’ lives have been uplifted. They can now stand on their own feet owing to the job opportunities provided to them and awareness programmes conducted for them. Their children have also benefited by receiving education. The domestic workers now know their rights and can no longer be treated as slaves. Many meetings and demonstrations have been held for minimum wages and pension.

The domestic workers have been made aware of the fact that they need to register themselves in the welfare board. The domestic workers have gained confidence through all these programmes.

From Jeyalakshmi
Director, Annai Illam, Chennai
Voices:

I appreciate the organization for the hard work to give dignity to the domestic workers. The Domestic Workers are given awareness on their rights and duties. Now that the domestic workers are empowered to stand for their rights and the organization is lobbying with the government to achieve their rights.

gate to Assi ghat. With brooms in hand, they cleaned Assi ghat, drawing attention to their plight. In Kerala, domestic workers addressed members of the press to publicise their demands – the press meet was widely covered by news channels and newspapers. In Tamil Nadu, more than 2000 domestic workers were part of a protest march where they demanded minimum wages for domestic workers.

**World Day against Child Labour**

The World Day against child labour is celebrated on June 12 every year by governments, workers’ organisations, employers and civil society across the world. This year the focus was on child labour and supply chains. NDWM organized programmes in the form of human chains, signature campaigns, awareness campaigns, meetings, protests, rallies, press conferences, etc to commemorate the day. The events emphasised shunning child labour and embracing the movement to provide children with their rights.

In Maharashtra and Tamil Nadu the children formed human chains, presented song and dance shows, staged street plays and participated in training programmes. Recreational programmes were also organised for them in the form of games.

In Indore, Brajesh Dhakad, co-ordinator of Childline, addressed children of around 21 domestic workers, on issues such as missing children, abused children, runaways and addicts and how Childline comes to their rescue, helping integrate them back into the mainstream.

Around a 100 children participated in a rally in Benares, UP, on the occasion. Raising slogans such as “Bacchon se kam karana bandh karo, bandh karo”, “Beti padaoge – samaaj sudhrega”, the children drew an inspiring picture.

In Assam, 180 children formed a human chain and raised slogans against child labour.

**International Women’s Day**

On the occasion of Women’s Day on March 8, several programmes were held across the states. Focussing on the empowerment of domestic workers, the programmes aimed to raise awareness and encourage domestic workers to take charge of their destinies. 400 domestic workers from 30 slums participated in a rally and a function held to mark the occasion in Indore. Several topics were discussed, with special emphasis on the subject of curtailing abortions.
In Maharashtra, the day was celebrated with a cultural programme held on March 22 in Mumbai. Attended by around 800 domestic workers, NDWM chose this occasion to inaugurate the rate card for domestic workers. Vinda Kirtikar, member of state women’s commission and one of the guests at the function, assured the domestic workers that their demands would be raised with the government. Three resolutions were passed during the programme – amendment to Maharashtra Rajya Domestic Workers’ Welfare board Act, 2008, district-wise formation of welfare boards and minimum wages to be fixed for domestic workers.

The theme for the day in Manipur was ‘Step it up for Gender Equality’. Along with gender equality, the guests discussed issues such as reservation for women, safety and protection measures for women, sexual harassment and status of women in Manipur.

**Day of Hope**

The day of hope is meant to bring hope to the children of domestic workers who are deprived of most of the good things in life. Celebrated on February 21, around 120 children gathered on the day in Indore this year to participate in the festivities. National gold-medalist karate players Rohit Kanojiya and Rahul Dwivedi gave the children lessons in karate and self-defense. The team of Childline screened a documentary film on sexual exploitation, rights of children, good education, good & bad touch and hygiene for the children. Childline also shared the helpline number with the children and urged them to get in touch in times of crisis. Chief guest Dr. C. L. Pasi, district executive officer, women and child development welfare department, informed the kids about Sukanya SamriddhiYojana, a girl child prosperity scheme, as well as other welfare schemes for children, especially the deaf-mutes, orphans and heart patients. A group of children performed a skit on child marriage, which Dr Pasi appreciated so much that he promised to take the kids for performances at other venues as well.

In Meghalaya, leadership training was conducted for the members of the child rights’ movement as well as children of domestic workers on the occasion.

**Children’s Day**

The Child Rights’ Movement groups of Bihar held a children’s day celebration on November 14 in Patna where children held discussions on topics as diverse as child labour, illiteracy of girl children, poverty, caste system, God, water, air pollution

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**Voices...**

**Namaskar,**

**My name is Madhura Sanjeev Jog, residing at Jai Maharashtra Society, Agra Road, Kalyan (West).**

Shalini  is working in our home from last 15 years. I know her very well . She has become very active after she joined the Organisation-NDWM. She shares all the programmes of her organization and also about her life. Her Organisation has released Wage Rate Card. We pay her as per the wage rate card

**Madhura Jog (employer), Maharashtra**
Voices...
I, Krichi D.
Sangma at the age of 13 years was placed in the family to work as child domestic worker. The employer’s sister known as Kong Lari used to beat me every time. When the animators were passing through the house where I was working, I ran and expressed my sufferings to them and requested them to take me away from there because I was suffering a lot. Immediately I was rescued from that place by Shri. M. Kharkrang, Superintendent of police East Khasi Hills District, Shillong. Now, I am restored back to my mother and I am safe.

and the earth. It was an enlightening experience for the children who were encouraged by the special guest, advocate Sanju Singh from Justice Ventures International, to go to school, for only through education would they be able to better their lives and bring change in society. Chief guest Reverend Archbishop William De’ Souza mingled with the children, playing games and teaching them songs.

Balika Diwas
CP children of Child Rights Movement, Uttar Pradesh, celebrated September 12, 2016 as Girl Child Day in Varanasi. The day is meant to remind girl children of their potential and celebrate their achievements. 200 girls participated in the celebrations. Addressing the girls, Father Prem Kujur exhorted them to educate themselves, aim higher and fight against discrimination at home and in the society.
**Publications and Awareness Materials:**

In 2016 NDWM published several publications, campaign material and films to create awareness on the rights of women and child domestic workers, strengthen the solidarity of domestic workers and the stakeholders. The book *Unseen and Unheard Part II*, contains 50 stories of Women and Child Domestic Workers who broke the barriers of society and changed their situations for the better. The stories were excerpts where the domestic workers and child domestic workers have told their stories expressing their pain and fear and how the movement has played a key role by becoming a ray of hope in their lives. These stories also highlight and enrich the readers how some of them have become actors in joining the movement to partake in the struggle to become the voice of their fellow domestic workers.

The handbook on “Know Your Rights” was published for the domestic workers to become aware of their rights in terms of the conditions and contributions of domestic workers, right to decent wage, conditions of employment, right to social security, provision of ILO convention -189. The handbook *Pravasi Mazdoor (Migrant Worker)* comprises of definition, types of migrant, issues of migrant workers, legal provisions for them, Interstate migrant workers Act, guidelines to deal with when faced with problems, important contact nos of NDWM in some States and anti-human trafficking nodale officers. The booklet “Meri Pahchan” (My Identity), describes types of domestic workers, work engaged by the domestic workers, problems faced by the domestic workers in the work places, other issues and how to find solution to these issues how union can extend support.

We also printed pamphlets and posters which were used for awareness campaign, signature campaign, rallies and lobbying activities for the rights of domestic workers. These posters were on rights of women and child domestic worker, right to Social Protection, awareness on trafficking, safe migration etc. which were distributed in the source areas among villagers, school students and the village administration. They were pasted in the public places, buses and in the railway station.
Financial report

NDWM wanted to ensure that the resources available are effectively utilised to achieve the target and goal. From the total income, 62% of the fund was utilised to implement the programmes and 38% was spent for staff cost and administration.

Highlights of the financial distribution

Million thanks to our Supporters who enabled us to fulfil our dream to uphold the right and dignity of women and children in domestic work;

<table>
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<th>Funding partner Organisation or individual Donor</th>
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<tr>
<td>Conrad Hilton Fund for Sisters</td>
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<td>Indienkreis - Ludinghausen - Germany</td>
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<td>International Institute of Workers Education</td>
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Domestic workers demand recognition

Panaji: The National Domestic Workers' Movement (NDWM), Goa, has demanded that services of domestic workers be recognized and included under the Minimum Wages Act, 1948 and Social Security Act.

Nine states in India have included domestic workers under the schedule of the Minimum Wages Act, 1948, and four states have also constituted Domestic Workers' Welfare Board to ensure the rights and welfare of domestic workers. In Goa, NDWM has demanded that a domestic workers' welfare board be constituted under the Unorganized Workers Social Security Act, 2008.

State coordinator NDWM Sr Escaline Miranda says there are more than one lakh domestic worker working in the state. They do not receive minimum wages, paid leave or bonus and have no job security. Executive secretary of the Council for Peace and Social Justice Fr Savio Fernandes has appealed to the government to grant benefits to this section of the population that contributes greatly to society, but who are exploited.

THE TIMES OF INDIA
JUN 16, 2016
The Child Rights' Movement groups of Bihar held a children's day celebration on November 14 in Patna where children held discussions on topics as diverse as child marriage, sexual harassment at work, child abuse, child trafficking, and child labor. They drew up a plan of action for the same, which they decided to discuss with their peers back in their respective states before sending a final plan to Sister Christin Thaikkal. The training focused on strengthening the movement for child rights and protection measures for women, sexual harassment and status of women in governance at the local and national stage, the procedures for conducting meetings, the role of women in the movement. The Childline also shared the helpline number for children in distress.

In Indore, Brajesh Dhakad, coordinator of the nascent movement in Indore, conducted a programme for 400 domestic workers from 30 slums. The programme aimed to raise awareness and encourage domestic workers to take action for their rights. The event was highlighted in local newspapers. In Tamil Nadu, more than 2000 domestic workers were part of a programme aimed to raise awareness about children's rights. A group of children performed a skit on child marriage, while another group sang a song about the importance of education. The programme was covered in local newspapers, and the effects of the programme were highlighted in an article about the movement.

The unions presented their reports seeking affiliation with NDWM then had a session on accounts as well as a presentation on the data required for NDWM's National Database. The unions sought more awareness programmes in their regions to ensure an even greater number of children could be educated about their rights. They also sought more awareness programmes for domestic workers to ensure they take action for their rights. The Child Rights' Movement groups of Bihar also sought more awareness programmes in their region to ensure an even greater number of children could be educated about their rights.

In Uttar Pradesh, around 400 domestic workers gathered at Sarvodaya in Mumbai for the coordinators' meeting. They were presented with colourful certificates of appreciation. They were also presented with a copy of the book, Meri Pehchan (My Identity) by Br. Paul from the Maryknoll provincial office. The book was presented as a gift to acknowledge the work of the Child Rights' Movement groups of Bihar.

In Maharashtra and Tamil Nadu, the Child Rights' Movement groups held a programme to celebrate International Women's Day. The programme aimed to raise awareness about women's rights and encourage women to take action for their rights. The programme was highlighted in local newspapers, and the effects of the programme were highlighted in an article about the movement. The unions also sought more awareness programmes to ensure an even greater number of women could be educated about their rights.
Way forward...

Our journey is to continue with the same determination and enthusiasm as ever. While our primary objective is to positively affect and transform the lives of DWs and children, we are proud that we are able to travel many milestones in their lives. In the year ahead we will continue to strive to empower the domestic workers to ensure Labour Right and Social Protection. We will also focus on the transition of domestic workers from the informal to the formal economy through contracts and collective bargaining, certification of job skills through sectoral skill councils and formation of workers’ cooperatives. Our priority emphasis also will be to motivate and develop the talents and skills of children so as to enable them to become change agents. We sustain our struggle with the inspirational quote of our Founder

Sr. Christy

Quotes...

“We will not give in
We will not give up
We will never grow tired”

“Silence never won rights. They are not handed down from above; they are forced by pressures from below”.
—Roger Baldwin

“We are not complaining about the work. We want to see our hard work reflected in our pay.”
—Emmett J. Bogdon, President NALC Branch

“Yes, it is bread we fight for—but we fight for roses too”
-- A slogan of the Lawrence, Massachusetts

“Freedom is never granted; it is won. Justice is never given; it is exacted”.
—A. Philip Randolph