National Domestic Workers’ Movement

“DOMESTIC WORK IS WORK; DOMESTIC WORKERS ARE WORKERS”

Annual Report 2017
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 for 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.
Editorial

I could fly higher than an eagle,
For you are the wind beneath my wings

These words of a popular inspirational song could well convey the expressed and unexpressed sentiments of thousands of domestic workers who have been touched by NDWM over the 32 years of its existence. The focus of the movement has always been the individual worker and her personal, economic and social empowerment. From its inception, NDWM has followed a three pronged strategy viz. upholding the dignity of domestic work, demanding justice in the form of labour rights and empowering workers to grow in solidarity and confidence.

During 2017, we continued on our journey to press for legislation that would guarantee the rights of domestic workers and their protection under the law, just like the workers belonging to organized labour. Even the very basic guarantees like domestic work being included in the schedule of employment for minimum wages in all states has been achieved only partially after a long drawn out agitation. This has necessitated the introduction of rate cards in all states that spell out the calculation of minimum wages as per Supreme Court guidelines. There has been opposition on the part of some employers, as evidenced in an incident that took place in a prestigious housing colony in Mumbai. But it is only in open and frank dialogue with employers that this matter can be amicably resolved, while safeguarding the interests of both parties.

It was seven years ago, in 2011 that the Ministry of Labour had created a task force and developed a draft National Policy for Domestic workers. However all organisations and Unions working for domestic workers are demanding legislation, as a policy is not binding and implementation cannot be ensured. Although India was a signatory to ILO Convention 189 on Decent Work for Domestic workers, it is still to pass the required legislation that would finally culminate in its ratification. In the meanwhile our lobbying and advocacy efforts especially with legislators have borne fruit. This year too, two Private Members’ Bills were introduced in the Rajya Sabha and Lok Sabha, which would keep this issue alive through debate and discussion in the corridors of power.

Empowerment through knowledge and skills development has paid handsome dividends to domestic workers, resulting in increasing confidence and ability to be in the forefront of their struggle. Through rallies, press conferences, signature and post card campaigns and street plays, they have reached out to the public to sensitisate them about their struggle for dignity and justice. Procuring social security benefits has become an increasingly difficult task due to the cumbersome and tardy application processes and funds crunch, further aggravated by abolition...
of welfare cesses. The formation of domestic worker co-operatives which are self-governing bodies would aid in collective planning and bargaining and is being actively encouraged.

Anti-trafficking and children in domestic work continue to be areas of vigilance and action. Safe migration and school awareness programmes have awakened the affected families to the dangers posed by unscrupulous agents. Interstate and overseas migrants now have support systems in the form of helplines of NDWM and Government authorities to assist them in cases of abuse and exploitation.

NDWM actively supports the Child Rights Movement that promotes child participation through formation of groups that meet periodically. Through training and exposure programmes, they are encouraged to be aware of their individual rights, leadership potential and social responsibilities at an early age. The generosity, enthusiasm and initiative shown by these children in conducting cleanliness drives, approaching authorities for redressal of problems like poor street lighting or water shortage and clothes collection drives for Old age Homes is indeed inspiring. These are the ripples that we hope will create waves of goodwill and socially engaged citizens of the future.

We would like to express our gratitude to our benefactors who have offered us their unstinted financial support and good wishes as well as all our networking partners, training facilitators committed staff members and last but not the least, all the domestic workers throughout India, who continue to offer their dedicated support to sustain this movement in its journey forward in hope!

Francis Fernandes
Communication Officer
Achievements in 2017

• In Meghalaya, domestic workers captured the attention of State politicians, who have extended help to domestic workers through various welfare schemes and also raised the issues of the domestic workers in the assembly. As a result, domestic work has been included under the schedule of employment, although the implementation of a social security board remains an unfinished agenda.

• In Nagaland, the Governor of Nagaland invited domestic workers on the occasion of Republic Day and Independence Day and interacted with them and assured his support for their cause. As a result, the Department of Labour submitted a proposal to the state for the inclusion of domestic workers under the schedule of employment.

• In Tamil Nadu, after many years of agitation by networked organisations, a committee for fixing minimum wage was formed, which has submitted a report to the Government after studying the situation of the domestic workers in the State.

• In Jharkhand, MukhyaMantriSwasthBimaYojna was announced by the government on November 15, after the Court intervened in response to NDWM’s PIL in the High Court of Jharkhand. It would be implemented in 2018.

• In Meghalaya, domestic workers have been nominated by the village leaders to the Village Executive Committee (VEC) and employers also address them with respect.

• The formation and initiation of GhareluKaamgarSwawlambiSahakariSamity Limited, a cooperative for domestic workers in Jharkhand, has been an important step in consolidating the economic empowerment of domestic workers.

• With the introduction of wage cards for all categories of domestic workers in most states, workers understand how their wages are calculated and are in a better position to negotiate with their employers for better wages.

• The introduction of tripartite work contracts after discussion with employers and workers in a few cases has helped towards formalization of domestic work and also to regulate work and ensure better working conditions.

• The Stakeholder Consultation organized with the participation of Members of Legislative Assembly, Judges and media for the amendment of Maharashtra Domestic Workers Welfare Board Act-2008 got the attention of the government.

• In Goa, after being refused for five years to hold public rallies, domestic workers were able to hold a rally on May Day, which is a very positive development as it has become a hub for inflow of migrants.

• During 2017, two Private Members’ bills entitled ‘The Domestic Workers (Regulation of Work and Social Security) Bill, 2017’ were introduced by MP Oscar Fernandes in the Rajya Sabha and MP Sankar Prasad Datta in the Lok Sabha. These bills are a result of lobbying efforts of the network of organisations that support domestic workers.

• 164 women from single headed families were given training and financial assistance in setting up additional income generation programmes, which they could pursue after their daily working hours as domestic workers.

Sr. Jeanne Devos note;
At this moment when a year has passed and its time for a new beginning I from a distance and crossing borders am more than ever united with each one of you .
Thank you for your commitment, for your dreams and dreaming together, for your hard work. It gives hope and new life to so many.
You started where others stopped, You were sure that well being for others will find its way. You let happen what you have not in control. You kept hoping till it came through. You had the courage to start each time anew I support you .....Keep going for it !
For 2018 I share with you and wish each one of you :
- a star in every darkness
- the vision and courage daily
- words that do not hurt but unite
- now and then a wonderful gift
- the hope that keeps you going
- light that breaks through doubts
- enthusiasm for every situation
- unexpected moments of happiness
- happiness that you can’t buy
- new dreams for the year
- peace and joy at home

May the good that I wish you be a blessing and let it reach each one of you as a warm togetherness throughout 2018 .

NDWM Annual Report 2017
**Training and Capacity Building**

<table>
<thead>
<tr>
<th>Training Programme</th>
<th>No of Programmes</th>
<th>Domestic Workers / Children Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour Rights</td>
<td>80</td>
<td>7209</td>
</tr>
<tr>
<td>Child Rights</td>
<td>50</td>
<td>1300</td>
</tr>
<tr>
<td>Legal Literacy</td>
<td>16</td>
<td>549</td>
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<tr>
<td>Legislation regarding Sexual Harassment &amp; Domestic Violence</td>
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<tr>
<td>Leadership &amp; Personality Development</td>
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<td>2028</td>
</tr>
<tr>
<td>Social Security &amp; Social Welfare Schemes</td>
<td>22</td>
<td>1284</td>
</tr>
<tr>
<td>Anti-trafficking &amp; Safe Migration</td>
<td>21</td>
<td>2037</td>
</tr>
<tr>
<td>Skill Devt. &amp; Income Generation</td>
<td>7</td>
<td>218</td>
</tr>
<tr>
<td>Formation of Co-operatives</td>
<td>10</td>
<td>343</td>
</tr>
<tr>
<td>Health &amp; Hygiene</td>
<td>8</td>
<td>396</td>
</tr>
</tbody>
</table>

In 2017, training largely remained focused on rights awareness, basic legal literacy, leadership and personal development, while due importance was also given to enabling domestic workers to avail of social security schemes and safe migration. In addition, new areas like business skills development for income generation schemes for women from single headed families and formation of domestic worker co-operatives were taken up for strengthening economic empowerment. The objective behind this initiative was to promote collective bargaining for decent wages and working conditions besides helping the workers with self-employment activities to support extra income to improve decent living conditions.

**Voices**

Only after joining the movement I came to know that there is an organization which works for Domestic Workers, where we can voice out our problems and solve our problems. I felt ashamed to tell people that I am a domestic worker but today I proudly say that am working as domestic worker. I have gained respect and to accept my work as work and domestic worker as worker.

After joining the movement we have got a day off, know about our rights and voice our demands, hold placards and shout slogans, for my benefit and for other workers.

I got a chance to participate in the meetings organized by NDWM, I even went to Delhi. I was so shy and scared to even talk to others but now I have courage to meet the government officials. We have to ask and get our rights! Movement has given me lot of opportunities.

Tarni Rayappan - Domestic Worker Leader, Goa

**IMPACT in 2017**

**NDWM’s Training & Capacity Building programmes** offer relevant knowledge and practical skills to empower domestic workers who are generally educationally disadvantaged

256 programmes conducted across 16 states 15534 domestic workers completed training
**Lobbying and Advocacy**

NDWM’s satyagraha (insistence on the truth) about the rights of domestic workers and the urgent need for legislative reform was carried out through rallies, press conferences, signature campaigns, post-card campaigns, street plays, posters and pamphlets. In 2017, our campaigns reached out to Chief ministers, Labour ministers, MLAs as well as the Prime Minister and the President for action. This strategy underlines our operational philosophy of bringing about change through persistent dialogue with employers and Government authorities and creating favourable public opinion.

**IMPACT in 2017**

During 2017, NDWM continued lobbying for domestic workers’ rights with the Central and State Government authorities and bureaucracy. Some of the highlights were:

- 394 memoranda and petitions submitted to central and state governments
- 63 MPs and MLAs and 43 government officials met by Advocacy Committee members
- 26235 signatures gathered and submitted to political leaders, including the Prime Minister and the President of India
- 11 press conferences held and 176 journalists met
- 67069 post cards posted to PM and Labour Ministry
- 39,085 posters and stickers pasted across the country to raise awareness
- 19,550 domestic workers participated in rallies, marches, demonstrations, etc to press for change

**Voice**

*I do appreciate the Domestic Workers Movement who have contributed much for the welfare of the most vulnerable group. For further information I must consult all of you who are working at the grassroots level.*

Shri. B. Mawlong MCS, Labour Commissioner, Meghalaya

**Voices**

*Manipur Domestic Worker Movement under the National Domestic Worker Movement have been performing many activities like awareness programmes for all needy domestic worker of Manipur regarding the rights and duties of the Domestic Worker etc. since the inception of this NGO in Manipur. The enforcement staff of the labour Department have been participating many programmes and functions organised by it. As such, Manipur Domestic Worker Movement needs to be appreciated from all corners.*

(H. Biren Singh)
Labour Inspector-Manipur
Voices

Right from my young age I struggled daily performing domestic work. My life was not at all a cozy one. Only in 2014 I came to know that there was an organization for domestic workers. Once I joined the group my world became completely different. I was very shy even to meet people in public. When I came to know about the powerful influence of the Domestic Workers Movement in society I felt secure and happy to belong to the group.

Bajoplin Kharmudai, domestic worker, Meghalaya

Securing Social Security Benefits

Domestic workers unlike their counterparts in organized labour do not benefit from social security schemes like PF, ESIC and Pension. With the passage of the Unorganized Workers Social Security Act in 2008, it was made mandatory for every state to form a 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. However till date very few states have Social Security Boards. However states still continue to run social welfare schemes from which domestic workers can benefit, apart from newly introduced Central Govt schemes, like Pradhan Mantri Ujwal Yojana and Pradhan Mantri Awas Yojana.

IMPACT in 2017

NDWM’s efforts in educating domestic workers about relevant welfare schemes and assistance in applying for them enabled them to secure social security benefits. Some highlights:

- 2364 domestic workers received social security and social welfare benefits
- Rs.17,93,600 disbursed via social security and welfare schemes
- 20 domestic workers will benefit from subsidized housing under the Pradhan Mantri Awas Yojana
**Benefits through 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>6000</td>
<td>4000</td>
</tr>
<tr>
<td>Udaipur</td>
<td>1500</td>
<td>700</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>680</td>
<td>357</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>1772</td>
<td>-</td>
</tr>
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</table>

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

<table>
<thead>
<tr>
<th>Type of Scheme</th>
<th>No of Beneficiaries</th>
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</thead>
<tbody>
<tr>
<td>Old Age Pension/ NPS/ SBRS NivruttiVetanYojana</td>
<td>55</td>
</tr>
<tr>
<td>Widow Pension</td>
<td>18</td>
</tr>
<tr>
<td>Student Scholarship</td>
<td>10</td>
</tr>
<tr>
<td>Medical Benefits / Megha Insurance</td>
<td>1109</td>
</tr>
<tr>
<td>Family &amp; Death Benefit / KanyaVivahYojana / Sanmadhan</td>
<td>9</td>
</tr>
<tr>
<td>Differently Abled Pension</td>
<td>16</td>
</tr>
<tr>
<td>Maternity Benefit / JananiSurakshaYojana</td>
<td>9</td>
</tr>
<tr>
<td>Building &amp; construction</td>
<td>59</td>
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<tr>
<td>Pradhan MantriUjjwalYojana</td>
<td>83</td>
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<tr>
<td>Swachh Bharat Abhiyan</td>
<td>13</td>
</tr>
<tr>
<td>Adult Literacy Programme/ MRGK Benefit</td>
<td>525</td>
</tr>
<tr>
<td>Pradhan MantriAwasYojana</td>
<td>20</td>
</tr>
<tr>
<td>Pension Scheme</td>
<td>63</td>
</tr>
</tbody>
</table>

**Voices**

I am working as leader and committee member. We all domestic workers came to know about organization very late after its formation. When the organization’s work started in Kalyan the leaders of the organization gave information to us about our domestic workers rights. As we became aware of our rights, we were convinced that domestic work is also a work and domestic workers are workers. Due to this organization we came to know many more things about domestic workers situation and their right. Due to constant struggle of the organization in December, 2008 Welfare Board for domestic workers was established and we started our registration in that Board. Our registration was started in 2011 in welfare board. After joining the organization the domestic workers also got confidence to speak with their employers about their problems.

Kamal Salunkhe
Domestic Worker, Kalyan

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**I am a widow with two children and have been working in a Marwari house since 2011. In 2015, the NDWM staff came to my Colony and gave us awareness training on domestic Workers rights. I was moved with the information. My employer had never allowed me to take leave even on Sunday and my salary was only Rs. 3000/-. I was thinking my salary was quite handsome. I tried my best to look after my Children with this little amount. Once my leader met my employer and sensitized him about the rights of Dws, my employer increased my salary to Rs. 5000. I get weekly off without salary deduction. Now my employer respects me at my work place. Before I used to carry my tiffin, but now I eat at their place, whatever they prepare. I am so grateful to NDWM. May this movement continue to spread far and wide.**

Kitoli Chishi, Domestic worker, Nagaland
Interstate Migration

NDWM respects the migrants’ decision to migrate for economic betterment. However, given the prevalence of human trafficking especially in economically impoverished areas, vigilance is the need of the situation. Educating parents, children and other members of society about the dangers of falling prey to unscrupulous agents has been a matter of utmost importance to everyone at NDWM. Having identified vulnerable areas across the country NDWM has been organising programmes at schools, gram sabhas and community centers to raise awareness. Panchayats and village sabhas have been persuaded to maintain records of the migrant workers as well as their prospective employers or place of employment to avoid cases of abuse or exploitation.

<table>
<thead>
<tr>
<th>State</th>
<th>Migrants covered by awareness programmes</th>
<th>Community meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tamil Nadu</td>
<td>67</td>
<td>54</td>
</tr>
<tr>
<td>Delhi</td>
<td>1000</td>
<td>8</td>
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<tr>
<td>Nagaland</td>
<td>5623</td>
<td>10</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>150</td>
<td>18</td>
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<tr>
<td>Manipur</td>
<td>739</td>
<td>6</td>
</tr>
<tr>
<td>Bihar</td>
<td>30000</td>
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<td>Odisha</td>
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<tr>
<td>Kerala</td>
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<td>3</td>
</tr>
<tr>
<td>Jharkhand</td>
<td>150</td>
<td>18</td>
</tr>
<tr>
<td>Assam</td>
<td>28</td>
<td>1</td>
</tr>
</tbody>
</table>

Overseas Migration

Lured with hopes of getting rich quick, it is easy for overseas migrants to get trapped by callous agents and abusive employers in exploitative work conditions in an alien environment. NDWM considers safe migration as an antidote to the perils of trafficking and works in close co-operation with Government agencies to educate migrant workers before, at the point of and after the migration. Migrant workers are helped to understand their work contracts, the local culture, basic sentences in the local language and contact numbers of support personnel who can assist them in case of difficulties on the job.
The MADAD (Help) Portal which is an online grievances monitoring system launched by the Ministry of External Affairs has been a boon to overseas migrants to register their problems. In Kuwait, NDWM liaised with MEA and the local Indian embassy to assist 300 migrants with passport problems to procure new passports free of cost.

**Crises Intervention**

- 78 cases were taken up by NDWM, of which 61 cases were resolved, while 17 cases are under process.
- The mortal remains of six workers who died abroad were repatriated and handed over to their families.
- Five workers who had migrated to Kuwait for work on visa were working in the agriculture field where they were treated very cruelly. One of them is 17 years old and was not able to return home because his legal documents were withheld by the sponsor whom he left 6 years back due to the physical violence. He was working elsewhere and now desires to return to Tamil Nadu.
- Another four workers from Tamil Nadu had the same problems of leaving the sponsor and working outside because of the ill treatment of the sponsor.
- In the case of three domestic workers who had run away case due to torture in the sponsor’s houses, the sponsors had filed a theft case against them. They were in tears and shared how they were treated in the workplace. They were unable to go back because their documents were with the sponsor.
- If a woman has been reported by an employer/sponsor as having absconded from her place of work, then she is considered in violation of the immigration laws and subject to the relevant criminal procedures for leaving. This includes getting fingerprinted to prevent her from returning. They are kept in jails and asked to pay heavy fines. It takes a few weeks or months before the person is eligible to leave the country.

If a woman is not reported as having absconded, she is lodged in a shelter which

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Testimony

On 11 February 2017 Lalitha was placed for domestic work in Saudi by Basir Basha who is in Tiruchy. Her husband did not know anything of where she will work and other details. She was working for three months and did not have any trouble and did not inform anything to her husband. Once she fell down as she was working and her back got injured and from then she could not work and blood flow through her urine was daily happening and she could not keep up her health. She also developed wheezing problem and she was not taken to hospital. The passport and other documents were confiscated by the sponsor. The husband of the migrant contacted NDWM and case was filed in emigration system on the agent and she returned home in the month of June.
works to get her passport back from the employer. But in order for her to leave, her visa has to run its course.

All the above cases were given free legal advice through the Solidarity Centre in Kuwait, while NDWM took up these issues with the ministry of external affairs and the embassy at Kuwait.

### Networking

In the struggle for achieving the labour rights of domestic workers, synergy between like-minded organizations and Unions has led to visible results, both nationally and internationally. ILO Convention 189 and the few changes in legislations and social security schemes in the national scene owe their success to such collaborations.

NDWM regularly collaborates with other NGOs, trade unions and local bodies in joint campaigns to present a united front to the Government authorities and highlight areas that require urgent action for addressing the needs of domestic workers.

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 13 countries have already ratified ILO convention 189.

Some results of NDWM’s networking efforts in 2017:

- In Goa, NDWM joined Bailancho saad & Bailancho ekvott to protest treatment of children in Apna Ghar and demand change of staff.
- NDWM participated in a consultation meeting with Tamil Nadu Domestic Workers Federation and raised the concern of price inflation while fixing the minimum wage for consideration by the committee for minimum wage fixation. It also conducted surveys of domestic workers in AnnaillamChoolaimedu and Dr. Thomas Road area for this committee.
- In Tamil Nadu, NDWM participated in a Human Chain organized by Unorganized Workers’ Federation to demand proper regulations in the welfare

### Voices

* I am happy about the initiative and the work carried out for upliftment and dignified life of domestic workers. The insurance scheme and ensuring the standard daily wage and working for the Government’s approval is to be very much appreciated. The legal help that is being provided to the vulnerable workers and children is great.

**Fr. Charles**

**Director Development Association of Nagaland**
board for funding and processing of application for social security benefits. They also undertook a hunger strike to protest the abolition of cesses under GST, which earlier funded welfare schemes.

- A consultation meeting with Tamil Nadu Domestic Workers’ Federation on draft of national policy on domestic workers was organized in NDWM office and suggestions on the draft were sent to the government.
- In Delhi NDWM joined a rally organized by Nari Shakti Manch to secure justice for Miss Sabina the domestic worker who was killed by her employer.

- NDWM also participated in a consultation with Action aid on the draft National policy for domestic workers proposed by the Government.
- In Manipur, NDWM interacted with Manipur State Commission for Women (MSCW) to discuss the issue of women’s rights being violated in the state.
- In collaboration with FDWA, NDWM Manipur conducted a Round Table Conference to support local networking to develop interest among networking partners about the issues of domestic workers and to lobby with the government.
- NDWM collaborated with Childline services in Nagaland to rescue and rehabilitate street children who had abandoned their homes.
- In Uttar Pradesh, NDWM collaborated with Sajhi Duniya at Lucknow and Sark Foundation at Varanasi to take up case interventions involving domestic workers.

Voices

First and foremost, I sincerely appreciate the hard work of the Team of NDWM Odisha for their good work among the domestic workers. It was the first of its kind to be introduced in the state. I have learnt that many of the Government and non-Government organizations collaborate with the movement in organizing events. The movement has become the voice of the domestic workers.

Mr. Sushant Sethy, Rourkela Domestic Workers Trade Union. Gen. Secretary
Voices

I am part of CRM group since 2015. In 2016, I went to Chennai and got clear information about CRM group and rights of children. After coming from that, in 2016 we started tuition classes for dropout and school going children. The place we used was needed for the owner. We could not get place in the locality to conduct tuition classes and it had to be discontinued.

I participated in the rally organized on the occasion of children's day with the message to save girl child and to educate children. We motivate children to take admission in the school.

ROSHINI PURAN SALVI - CRM Group Member - Indore

• NDWM Maharashtra organised a state level consultation with union activities, journalists and MLAs for the amendment of MDWA Act -2008.
• NDWM Maharashtra Networks with Housing Right committee for the Housing Rights of Domestic Workers
• National Platform for Domestic Workers where NDWM and NDWF are members initiated many joint actions like meeting with Central Trade Union Leaders, Meeting with MPs etc to demand National Legislation for domestic workers.
• Representative of NDWM have attended consultation organised by Workers Charter a networking body to demand Social Security for unorganised Workers.

Safeguarding Rights of Children

Even though the Child Labour (Prohibition and Regulation) Act, 1986, abolished employment of children below 14 years in domestic work, this evil continues. The recent amendment which permits children below 14 years to help their families after school hours, has left a glaring loophole that has been exploited by unscrupulous elements to employ young children under the pretext of “family”.

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.

<table>
<thead>
<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>3252</td>
<td>289</td>
<td>646</td>
<td>325</td>
<td>195</td>
<td>193</td>
</tr>
</tbody>
</table>

The Railway Childline 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 2017, 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.

<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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<tbody>
<tr>
<td>21</td>
<td>90</td>
<td>30</td>
<td>138</td>
<td>395</td>
</tr>
</tbody>
</table>
**Child Rights Movement Groups and Child Participation Programmes**

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 hence adequate training opportunities have been provided so that their personalities and capacities can reach their full potential. During this year special emphasis was placed on Child Protection Policy and children were educated on safe and unsafe touch, gender equality and handling of emotions.

For them to get a first-hand experience of the functioning of the government, visits were organised 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.

For them to get a first-hand experience of the functioning of the government, visits were organised 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.

**Voices**

*I am 16 years old. Since the last four years I am a leader. Earlier I used to feel very shy to stand in front of people and speak, but after the organization's training, I can talk fearlessly. Earlier I was having many problems as a domestic worker at my workplace. But after my organization's intervention and discussion with my employer, I am given time to attend school. Earlier I was working full time and doing time pass in free time with my friends. Now I am going to school and I like to study. I got many friends and love from this organization so I try to get more child domestic workers to join this organization.*

Archana Chendurkar, NDWM-CRM Member, Mumbai

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*I joined the Child Rights Movement in 2013. The movement has helped me to build up self-confidence, self-esteem and a positive outlook. Through the training programmes on leadership skills, personality development, and communication skills, I got an opportunity to speak for the rights and protection of children at a Press conference on 'World Day against Child labour.*

Patrisha Mawlieh (CRM group member, Meghalaya )
Voices

I joined the Child Rights Movement in the year 2015. In May 2016 I participated in the training on Child Rights Movement. Before this I did not know anything about the rights of children. After the training in Chennai I realized that the rights of children are more than 100. I got chance to mingle with children and learn many good practices and culture of different states. I am happy to participate in the activities organized by MPDWM and motivate children to study hard.

Sangeeta Mukesh Chouhan, CRM member, Madhya Pradesh

NDWM conducted several programmes for empowering children:

- Children in Tamil Nadu initiated awareness on water conservation, rain-water harvesting and proper storage to avoid dengue in their areas. They also petitioned local bodies for libraries, cleanliness of public toilets and adequate number of dustbins in public places.

- Armed with garbage bags and brooms, CRM group children carried out a two hour cleanliness drive in one of the busiest areas of Shillong and their initiative motivated passers-by to join them.

- In Maharashtra, a second level of leadership was developed with 34 new leaders from 16 areas.

- Special groups were formed for children in need of psychological and emotional counselling and protection.

- As part of the exposure programme children visited historical spots, Nari Niketan, police stations, courts and CWC offices.

- As a result of our awareness programmes held in schools, community halls, etc there was an increase in the number of domestic workers, children, local officials and school authorities who are now familiar with the aims of the child rights’ movement as well as the need for child participation programmes

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


- Programmes were also held for parents to enable them to understand child psychology and needs and to stress on positive parenting
**Balika Diwas (Girl Child Day)**

National Domestic Workers Movement – UP celebrated BalikaDiwas in two places in Chhittupur and Amardeep convent on September 18 and 24. Miss Ranjana Goud explained about the importance of the day as it celebrates the potential and ability of the girls to become what they want and achieve their goals in life. It was also a reminder to society to fight gender discrimination and prevent atrocities against girls. The Importance of education of girls for their all-round development and progress was also stressed.

**Voices**

As a Domestic Worker I was not considered part of the formal work force and did not have any grievance redressal mechanism and was therefore treated badly. I faced a lot of hardship from my employers as well as in my daily life due to my poor economic condition and bargaining power. Through Training, I have been empowered to come out of my shell and actively take part in different activities of the movement.

Sarojmani Toppo, Domestic worker, Odisha
Voices

None of us knew there is a movement for us, no one asked us to come for meetings. After joining the movement I tell the workers not to feel ashamed of doing domestic worker job, because am also a domestic worker but now I feel proud of myself to work as animator and to help other domestic workers. After joining the movement we have got a day off, which is like a little success and recognition for all our effort. If there is injustice the movement helps us to fight for it and get justice, and be our support to take the issues forward.

Mrs. Shanta, Animator - Goa

Crises interventions

Domestic workers are vulnerable to abuse at the hands of employers, as their work is considered as a low skills occupation and their labour rights are not recognized. NDWM stands by them in their hour of need by providing them support and legal aid. Legal cells have been set up in Maharashtra, Jharkhand, Bihar and Nagaland, which are manned by legal experts. Workers are also educated about the Sexual Harassment and Domestic Violence Act and its protective features.

- A domestic worker in Goa was working as a bonded labourer for 40 years. She was not paid wages, her bank pass book was with the employer and they were not allowing her to go out. She was also falsely accused of theft. With the help of a lawyer, social worker and councillor, she along with her four sisters was rescued from that place.
- A 31 year old domestic worker was working for 4 years at her employer’s house. To defray the expenses for her daughter’s wedding she requested a loan of Rs. 10,000. Her employer promised her to give around 15000 if she work full time for 3 months, but refused to pay her at the end of 3 months. When she demanded her wages, she was beaten by the employer’s son. Later she approached them with NDWM staff and workers. The employer paid the dues within 2 days.
- Due to wrong treatment in a Bangalore hospital during delivery, a young domestic worker and her baby lost their lives. A complaint was lodged at the police station by NDWM staff. After negotiation between the hospital authorities and the family, they were paid Rs 1 lakh as compensation.
- A domestic worker in Bihar was working for 6 months with her employer. She was paid for the first 2 months, but thereafter the employer refused to pay her and threatened her when she asked for payment. When the staff approached the employer with the worker, the employer realised that she was not alone and agreed to pay her remaining dues.

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<thead>
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<td>Non-payment of Salary</td>
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<tr>
<td>False accusation of Theft / Imprisonment / Defamation</td>
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<td>Rescue and rehabilitation of victims of trafficking</td>
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<td>Physical Assault / Death by Negligence</td>
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<tr>
<td>Child Sex Abuse</td>
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<td>Property Dispute</td>
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NATIONAL PROGRAMS

Third Annual General Meeting of NDWF

The third annual general meeting of the National Domestic Workers’ Federation was conducted on October 5-6, 2017 at Kilpauk, Chennai, covering 15 states. The meeting was preceded by sessions on Minimum wages and a Training and Employment initiative.

Adv. Ramapriya, the resource person discussed the definition and components of minimum wages. The formula suggested by Dr. Aykroyd, the Tripartite Committee guidelines and the norms suggested by the Supreme Court in the Raptakos Brett case were elaborated as various inputs for fixation of minimum wages. However it was pointed out that the Minimum Wages Act did not indicate elements on which it was fixed, but only the procedure for fixation of minimum wage. The concept of National Floor Level minimum wage was also discussed.

According to the Supreme Court, for payment of minimum wages, the financial capacity of the employers was irrelevant. No industry had the right to exist unless it is able to pay workers the bare minimum wage. The Government had introduced a draft Code on wages Bill, 2017. It specified that the central government may notify a national minimum wage for the country, but also provides for different minimum wages to be fixed for different states. The Code provides for review or revision of minimum wage every five years by the central or state governments. There is no list of scheduled employment and it provides for facilitators instead of Inspectors. Adv. Ramapriya finally stressed that minimum wages must be approached as a matter of labour rights. There was a need to approach a lawyer to file a Public Interest Litigation (PIL) in order to achieve their labour rights.

Fr. Chetan, Co-ordinator of NDWF, elaborated on a pilot project by Urban Clap to identify 20 persons with ages from 18-25 years, preferably unmarried with low qualifications, ready to migrate for domestic work. They would be provided residential training in Delhi for 15 days, after which they would be placed in a job, working 12 hours a day, with salary of Rs. 10,400 and benefits like maternity

Voices

I started working as a domestic worker at the age of forty. I joined the domestic workers’ movement in the year 2006. I had no knowledge about the rights of domestic workers and considered myself as unfortunate since I was doing domestic work. After registering myself in the Movement, I received information about my rights and my confidence increased. When domestic workers face problems like false accusation, non-payment of wages and domestic violence, I help women by contacting the MPDWM office and extend my help in whatever way possible

Usha Munna Lal Solce, Domestic worker., Madhya Pradesh
Voices

Since 2009 NDWM was introduced in Odisha after that children in Domestic work are empowered with knowledge and information by providing them time to time various training like Children’s Right, different social security schemes which is applicable to them, health and hygiene, Anti-Trafficking, Leadership, Skill Training and Personality Development.

Dibya Kerketta - CRM Member Odisha.

leave, provident fund, medical leave and casual leave. For Ranchi, the MOU was ready but not yet signed. The challenge before the state coordinators was to identify trainable persons who would be ready for migration.

Lastly, a technical session was conducted for animators, coordinators and Staff wherein points discussed were membership in 2017, change in Logo, State Union Bylaws amendment, membership amount and position of joint secretary. Regarding lobbying for National legislation, it was decided to meet at least 100 MPs by end of 2018.

National Consultation on Child Protection Policy

A National level workshop was organized by NDWM and Jaan Foundation from December 29 -31, 2017 on “Child Protection Policy” with the theme “Children should be Seen, Heard and Believed.” Around 100 children participated in the workshop from 10 states. The core objective of the workshop was to orient children on various types of violence that they could face at any point in their life and to draft a child protection policy. It also sought to elicit the thoughts of the children on various aspects of their association with NDWM.

Prof. Andrew, Assistant Professor Social Work Department, Loyola College screened a short video of Nila’s sketch Book on SAFE TOUCH and UNSAFE TOUCH and elaborated on examples of safe and unsafe touch. The dangers from actions performed secretly, unknown persons touching them inappropriately etc. were explained. The Resource person also shared that if a child feels unsafe, afraid or uneasy he/she must shout out loud and run away to another place and seek for support from a trusted elder person. The workshop was made very interactive by the resource person.

Children expressed the fact that they could be taken advantage of outside their safe places when they were alone or in the dark and sometimes even in crowded places. Mostly abuse occurred as they were perceived as young and weak and easily threatened. Children also shared their thoughts about the CRM programs and activities on what they found useful, what made them happy, proud, blessed and what stood out as unforgettable activities. The children recalled with gratitude all the programs and activities that had impressed them.

On the second day there was a group discussion on the factors where the children needed protection, the kind of protection and types of actions they could undertake like campaigns, meetings, networking programs with other organizations, workshops and training. During the last session, children were asked to share their views on their expectations from staff/coordinators to keep them happy and what they should not do to spoil the happiness of children.
Children from shelter Homes were asked to share their thoughts what makes them happy in Shelter Home and the things that disturb them in the Shelter home.

On the third day, they discussed the issues of different stake holders and conditions where they need protection and safety measures. Each state presented their views about child protection in words and actions and an exhibition of their concerns. The children departed with hope for an eventful new year.

**Regional Training on Child Protection Policy**

A one day training was organised on “Child Protection Policy” for children from Nagaland, Meghalaya, Bihar, Assam, Indore and Tamil Nadu. Around 150 children participated in the program. The core objective of the training was to orient children about child violence faced by children at any point in their life and how to raise their voice if they come across a similar situation. Children were also asked to share their thoughts and views on various aspects of their association with NDWM.

Prof. Andrew, elaborated on child violence by means of a game and explained concepts of physical, sexual, psychological and emotional violence. The children were also introduced to the concepts of safe and unsafe touch. Finally, there was a group discussion on activities they had participated in like, Picnics, campaigns, rallies and training and asked their views on what made them happy, safe and comfortable, unhappy and difficult for them to participate. The children shared openly and appeared confident while communicating.

**State Coordinators’ Meeting**

The State Coordinators’ meet was held on October 6, 2017 at Kilpauk, Chennai. All state coordinators, staff and leaders were present and shared their shortcomings and achievements with other states.
Sr. Teresa and Fr. Felix touched upon the need for co-ordinators to be accessible and guide domestic workers, share good practices, learn from each other, guide the unionisation process and achieve their dreams as they struggle together.
A presentation was made about the Synergy Program, which was launched in collaboration with NDWM, NDWF, CFTUI and AREDS. It focused on messaging through posters and leaflets for minimum wages and lobbying within each state by

**Voices**

*In the morning I am doing domestic work and in the afternoon I am going to school. Last three years I am member of Maharashtra Bal Adhikar Organization and I am leader of Anand Nagar group. In my group 30 children are there. I am also member of organization’s Executive Committee. I like my organization very much. We took meeting in every month. Our Ashish dada teaches us about our rights. I was having fear in mind before joining this organization. I was not talking with others. I was not known about my rights. The organization gave me chance to speak on stage every time. Due to this I am working as leader today. I got many changes in myself. Now I talk without fear. I have come to know about my rights. I got many new friends from different areas and due to that I feel safe in any area I go. Our Sr. Christy allows children to do any programme. We learn my things from such programmes. We all together are fighting for our rights. I have learned from the organization about equality, no discrimination between boys and girls. Most of the time organization helps us in our personal issues. I am thankful to the organization for this and I give promise that I will take further this organization in future.*

Rohit Rathod, CRM Member, Mumbai
conducting meetings, seminars for different segments of workers and focusing on their respective issues. Leaflets would be printed and distributed with the aim of reaching one person per leaflet and 1 poster for targeting 10 people. Different states were given different sets of projects with the freedom to print leaflets in their regional language. A session on Sharing of Good Practices was facilitated by Fr Chetan and each state shared details of programs that had made an impact during the year.

A Session on administrative and finance matters was conducted by Sr. Christy. She stressed the need to conduct programmes and activities considering the goal, vision and objective of our organisation and utilising rights based approach. In all activities, it was necessary to avoid giving religious identity and maintain a secular identity. Punctuality in sending accounts, with proper format and vouchers and codes was to be strictly observed. A brief budget was discussed with all 16 states present for the meeting. Several changes in HR Policy pertaining to employee terms and conditions and benefits were discussed and were to be observed by the State co-ordinators.

### Regional Training

A two day Southern Region Training programme was organized on August 26 and 27, 2017 for the south regional states at Madurai. The objective was to educate the staff and the domestic worker leaders on their rights as domestic workers, social security schemes, solidarity, advocacy and strengthening union services and activities. The resource persons were Sr Valar, Sr Clara, Mr Arul and Mr Chella Pandian. Sr. Clara touched upon all aspects of union formation and the rights of domestic workers. The importance of adding members to the Union was stressed as it adds to strengthening its influence.

MR. Arul presented the ILO convention and the important elements in the convention. Domestic workers were urged to learn about the rights mentioned in this convention to empower themselves to demand those rights.

Sr. Valar presented the strategy of Advocacy and communication involving media, demonstrations, lobbying, networking and mass mobilization as well as understanding the functioning of media, judiciary, bureaucrats, public, lobbying groups and Legislature (MPs & MLAs).

Formation of children’s group and the purpose of CRM were explained by Mr. Chella Pandian of the Tamilnadu social service centre from Trichy. The child right convention and the important rights included in it were also touched upon in the presentation.

The following day Sr. Clara spoke about Social protection and security schemes for the domestic workers and how to avail them. Sr. Valar
explained the need for National Legislation for domestic workers and the need to lobby with the Government to get the legislation passed. The programme ended with preparation and presentation of action plans for the coming year. The North Regional training programme was conducted on 13th & 14th September 2017 at Sarvodaya, Mumbai. 5 different states participated actively namely Goa, Uttar Pradesh, Rajasthan (Udaipur), Delhi, Maharashtra & Rajasthan (Kota). The focus of the training was on sharing and finding solutions to major issues faced by them namely creating awareness of rights, minimum wages, building up strong communication skills and understanding the right path approach on legal and advocacy related issues.

Participants shared their views especially the challenges faced by them in the form of obstacles like cases of abuse from employers, delays by Government officials in paperwork related to registration and social security benefits. It was agreed that the struggle would go on and they would not give up.

Regarding minimum wages, there was no clear consensus between the Central and State Governments even with the Minimum Wages Act, which was not being enforced at the ground level even though it is their right. It was necessary to continue lobbying and negotiating with the Government to produce a final decision on a matter of grave importance to domestic workers.

Other issues that were discussed were successes and improvement areas, related to lobbying and advocacy, networking and case interventions. The programme ended with a presentation of the Action Plan for the coming year.

**INTERNATIONAL PROGRAMS**

**Enhancing Collective Advocacy, Action, and Empowerment of Domestic Workers in Asia**

This program was organized by Migrant Forum in Asia and International Domestic Workers Federation. Domestic worker leaders and representatives, domestic workers unions and federations, migrant groups and advocates, trade unions, civil society, lawyers, academics and members of parliament from ASEAN Members countries came together on October 22-24 in Manila, to take stock of the developments six years after the adoption of the ILO Convention 189. From NDWM, Sr. Asha and Mr. Arul Antony Raj participated in the conference. Policy changes in relation to domestic work, real life situation of domestic workers, strategies, priorities, projects and programs were deliberated upon.

A statement was drafted to make the ASEAN Member States increase protection of domestic workers who still remain excluded from minimum wage protection, overtime pay, guaranteed weekly day off, social security, and other fair terms of

**Voices**

I have joined NDWM in the year 2015. I have learned and benefitted a lot, every time I attend a training programme, I get new ideas how to lobby for my rights and also I was empowered so much. I have benefitted a lot after registering in the NDWM. During my ill health, the NDWM staff took me to the Hospital and lobbied for me and I got free operation. I am very grateful to the NDWM staff and I will try my best to spread the NDWM and bring the Domestic Workers as many as possible. I am proud to be a member of NDWM. My ID card as Domestic Worker helped me to receive this medical assistance.

Nisha- Domestic Worker Nagaland
employment and are denied the right to organize and form trade unions. This was compounded by discriminatory and complicated administrative and legal procedures with lack of information on legal recourse and available redress mechanisms.

**Workshop on Support Services for Migrant Workers**

This workshop was organized in Manila on November 26 and 27. Mr. Arul Antony Raj participated in the workshop and presented the current support systems in India for migrants and the support system in the major populated GCC’s such as Saudi Arabia, UAE, Kuwait, Oman and Qatar. The recent MADAD grievance portal especially for migrants all over the world from India was also shared. In the same way Sri Lanka, Philippines, Nepal, Indonesia and Bangladesh presented their support systems and laws governing migrant workers. It became clear that there was a need to regulate agents for migration for work abroad, irrespective of workers’ skill and education and making proper regulations for recruitment for work abroad, and providing proper pre-departure awareness to all workers.

**Special Events**

**Visit of King Philippe and Queen Mathilde of Belgium to NDWM**

NDWM was honoured by the Royal visit of King Philippe and Queen Mathilde of Belgium during their stay at Mumbai. On November 10, 2017 more than 250 domestic workers and 100 children along with staff members and guests assembled at St. Anthony’s School, Vakola to participate in this program.

In his speech, King Philippe shared that He and the Queen were happy that they could include a visit to NDWM during their program in India and were thankful for the gift of smiles and songs by the children. He recalled the strong values that guided the relations between the two countries, since a long time. He congratulated Sr. Jeanne Devos and offered his best wishes to Sr. Jeanne and all those who worked with her,
in a spirit of selflessness. Mr. Ashish Shigwan from NDWWT translated the speech for the benefit of the domestic workers. A Role play and dance was performed by children on the topic of child domestic worker abuse and child trafficking, followed by a folk dance by the members of Maharashtra Gharkamgar Union. This was followed by an interaction session with domestic workers and children in small informal groups where workers and children shared their personal experiences.

The royal guests were shown a Photo Exhibition and were briefed on the activities of a Shelter Home and Training Centre initiated for prevention of trafficking by Fr. Felix D’Souza and Sr. Jeanne Devos. A farewell song was performed by the children, after which the King and Queen left the venue after offering their best wishes to Team NDWWT.

**International Domestic workers’ Day**

For all domestic workers throughout the world, June 16 holds a special significance. It was on this day in 2011, that ILO Convention 189 came into force, giving domestic work the status of decent work and domestic workers equal labour rights at par with all other workers. Hence this day is commemorated each year as International Domestic Workers’ Day. NDWM holds special celebrations to mark this day in all the states under its areas of operations.

In Madhya Pradesh 428 domestic workers observed the Day during which the T.I. of the Mahila Thana explained about the legal rights, central and state government planned programs and schemes. The children of domestic workers performed a dance on the importance of being freed from mere customs.

International Domestic Workers’ Day was observed with a demonstration at Valluvarkottam, Chennai. Domestic workers gathered from different parts of Chennai slums to protest and demand that the Central and State Government take immediate action to announce minimum wage for Domestic work during the current assembly session and allocate 1% of house tax to the welfare board of domestic workers. It also called on the Central Government to ratify C189 together with National Legislation for domestic workers. Domestic workers also launched a post card campaign addressed to the Prime minister and the Union Labour Minister, to fix the National Minimum wage at Rs. 18000 per month.

International domestic workers’ day was celebrated in two different areas of south Delhi, with rights awareness programs. A team also assembled at India Gate for a signature campaign to sensitise the public about their issues and obtain their signa-
board for domestic workers. Around 700 domestic workers gathered to celebrate IDW Day at Odisha with a public programme. The special guests appreciated the unity and power of the women and stressed that change could only come out through their solidarity and unity. A few domestic workers gave their testimonies. The Chief guest suggested that in future International Domestic Workers day could be observed in partnership with the State Government.

At Nagaland, the International Domestic Workers Day was celebrated with the theme “Honouring the dignity of work and the workers”. In their speeches, the guests stressed on the need to treat domestic workers with dignity, respect their work and secure a safe working environment while at the time, providing them social security benefits.

In Bangalore Domestic Workers Welfare Trust organized a rally and workshop for Domestic workers. 105 Domestic workers took part in the program. The resource person discussed about women’s rights, and the rights of Domestic workers. Some of the workers discussed the challenges that they face in the work place and clarified their doubts.

In Bihar, 500 domestic workers participated in this program. Domestic workers were given information about new state government schemes, rights of DWs and how to deal with problems. Programmes were also conducted in districts of Bhojpur, Bhagalpur and Darbhangaon different dates.

On the eve of International Domestic Workers Day more than 750 domestic workers took out a rally in Jharkhand, demanding ratification of ILO C 189, formation of a comprehensive national
act for domestic workers, restarting of RSBY in Jharkhand, Housing Benefits for domestic workers and a pension of Rs. 3000 per month for the old aged domestic workers. The rally marched up to the Governor’s House where it was converted into a mass meeting.

In Uttar Pradesh, domestic workers participated in an exposure visit to Allahabad to celebrate the domestic workers’ day with Mahila Federation. The purpose of the exposure visit was to strengthen the domestic workers’ union in Uttar Pradesh, by interacting with the union of Mahila Federation.

**World Day against Child Labour**

World day against Child Labour is celebrated on June 12 every year by Governments, workers’ organisations, employers and civil society all over the world. It marks the resolve of all people to ban the use of child labour in any form, and to restore childhood to children. In Madhya Pradesh this day was celebrated with children of domestic workers. The resource person Shabnam Parekh from Child line, indore, informed the children about their basic rights and the welfare schemes of government specially for girls. The children also had an exposure visit to Child Welfare Committee and a police station.

In Assam, World Day against Child Labour was observed with a gathering of 98 participants at Nehru Park. Sakila Begum, a staff of FDWA spoke to the children on the topic of Child Labour, followed by street plays, performed by the group “Flash Back”, who were students of various colleges of Guwahati City. In an interactive session, a discussion was held on ways to stop child labour.

NDWM-Manipur and FDWA organized a Press Conference at Press Club, Manipur on the occasion of World Day against Child Labour, to highlight prevention of child Labour in domestic work.

Children belonging to the Child Rights Movement from around the city of Shillong were brought together for the Day of Hope programme at Ferrando Transit Shelter Home. The children were given opportunity to bring out their talents and abilities through group activities and to present their findings. Through the day’s session they were truly motivated to enjoy their childhood.

Nikhila Odisha Gruha Mazdoor Sabha celebrated World Day against Child Labour with a gathering of children from different areas of Rourkela. Mrs Arati Ahuza Advocate of Rourkela Bar Association pointed out that children were vulnerable and available for work at little or no cost and that child labour is a crime against humanity. The future of the country and state depended on children and this would only be possible if children get quality education.

In Bihar, World Day against Child labor was celebrated in three district of Patna, Bhojpur and Darbhanga. The children celebrated and performed dances, acting &sang awareness songs with a message to stop child labor. They also performed a street play in Gandhi Maidan, on the theme of Child labour.

Uttar Pradesh Child Right Movement organized a training cum Awareness campaign for one day for children on the occasion of World Day against Child Labour. Almost

**Voices**

*NDWM has played a vital role in including the domestic workers in the minimum wage schedule in Jharkhand. It is due to the initiative and movement done by NDWM, that government fixed minimum wage for domestic workers. This has definitely made the domestic workers aware about their wage and rights and at least they are recognized as workers now.*

(Renu Linda - Domestic Worker, Ranchi, Jharkhand)
Voices

The NDWM is a real blessing to the people of region and I appreciate the work carried out for the welfare and upliftment of both children and women. I ask you to spread your work for all of Nagaland

Asst. Labour Commissioner Shri. W. Tamwang Konyak
Dimapur District.

100 children participated in the training cum awareness campaign. After a short training session, children conducted an awareness campaign in the Varanasi city against child labour.

In Nagaland as part of the celebrations of this day, a street play was performed on the Railway platform of Dimapur to raise awareness about child rights, child related issues and to challenge the public to fight against child abuse and promote child rights.

To celebrate World Day against Child Labour, NDWWT Jharkhand along with Childline and Railway Childline organised a week long campaign in and around Ranchi. The objective of the campaign was to spread awareness among the people of Ranchi with regard to child labour and child trafficking. For this task two e-rickshaws were decorated with posters and banners containing awareness slogans.

Day of Hope

The Day of Hope celebrated the world over on February 21, is meant to bring hope to the children of domestic workers who are generally deprived of the good things in Life and sometimes even bare necessities.

In Delhi, children from Jasola village gathered to celebrate this auspicious day full of hope and joy. The programme was interactive and educational using games and other creative means. The core aim of the game was to teach them concentration and whatever they do. The children were shown a documentary on the important of education and were also given a chance to bring out their talents through dance, poems, songs and a poster campaign.

NDWM-Manipur organised a Day of Hope for children in collaboration with FDWA at Press Club, Imphal. The theme of the programme was “Rights and Protection of Children.” The purpose of the programme was to kindle hope among the 81 participants and also to educate and make them aware of their rights and protection in society.

Day of Hope was celebrated by NDWM-Child Rights Movement of Nagaland, with the theme -There is a voice within. Around 300 children gathered for the celebration. CRM children acted a small play on the rights of the children. Ms. Loza the Child line coordinator explained in detail the rights of the children and the problems faced by them. District Legal panelist, Ms. Nikita highlighted the legal provisions available for children. The CRM representative Vicky Sharma in his speech put forward the plight of children in Nagaland and encouraged the children to express their views and concerns. The CRM children were given a platform to perform their talents through a cultural program which delighted the 350 participants.
Advocacy and Lobbying:

During the Parliamentary Session in July and October, the advocacy team from NDWM and NDWF went to Delhi to meet the Members of Parliament and prominent leaders to seek support for the Private Member Bills introduced by the Members of Parliament Shri. Shashi Tharoor, Shri. Shankar Dutta in Loksabha and Shri. Oscar Fernandes in the Rajyasabha for which NDWM and NDWF were part of the drafting. They met Rajya Sabha Deputy Speaker. Shri. P.J. Kurien, Shri. Alphonse, Minister for Tourism, Smt. Satyaward, Chief Labour Secretary and 58 MPs to support the cause of domestic workers.

As a result of our lobbying efforts, Shri. Hussain Dalwai, one of the Members of Parliament raised the issue of domestic workers in the Upper House and recommended the Government of India to pass National Legislation to protect the rights of domestic workers. NDWM also gave its opinion to the Government on the drafting of National Policy which the Government is drafting.
Financial Report

Million Thanks to our Donors and Benefactors with whose support we could achieve our targeted Programmes in 2017. We are grateful for their generous support. From the total income, 60% of the funds was utilised to implement the Programmes and 40% was spent for staff cost and administration.

Funds Allocation

Funding Partner Organisations

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<td>Province W. Vlaanderen</td>
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in a spirit of selflessness. Mr. the states under its areas of operations. tic work the status of decent work and domestic workers equal labour rights at par with salary of Rs. 10,400 of scheduled employment and it provides for facilitators instead of Inspectors. Adv . The meeting was preceded by sessions on Minimum wages and a Training and Employ-

NATIONAL PROGRAMS

NDWM in Media

NDWM Annual Report

Education weapon to fight child labour

The Shillong Times

Education...
performed by the children, after which the King and Queen left the venue followed by an interaction in a spirit of selflessness. Mr. varkottam, Chennai. Domestic workers gathered from different parts of Chennai dance on the importance of being freed from mere customs.

In Madhya Pradesh 428 domestic workers observed the Day during which the T .I.of and benefits like maternity migrate for domestic work. Low qualifications, ready to ages from 18-25 years, Ramapriya finally stressed that minimum wages must be approached as a matter of wages to be fixed for different states. The Code provides for review or revision of a national minimum wage for the country, but also provides for different minimum guidelines and the norms suggested by the Supreme Court in the Raptakos Brett...