

## **Training Program – ILO Project**

**Date :** 11<sup>th</sup> & 12<sup>th</sup> March 2014

**Time :** 10:00 A.M. to 5:30 P.M.

**Venue :** SEWA, Munger

**Resource Person :** Ms. Nalini Nayak

### **Purpose:**

- To brief about the project objective and develop collective action plan for implementation.
- To find out the project areas where project would be implanted and also search new areas where new migrants domestic workers were available

The workshop commenced with SEWA song “Aao Aao Behno Aao” followed by the participant’s introduction with the small briefing about their work profile.

Nalini ben further shared the following briefing of the programme along with objective :

**Theme :** Prevention of trafficking of Women and Girls in India to create awareness about safe migration, domestic workers rights and also strengthen their skills.

### **Objective :**

- Sensitization of domestic workers on their rights and work in order to have an increased collective strength and representation in target states of India.
- Enhancing skills of domestic workers and advocacy on their rights in public policy.
- Domestic workers’ organizations, related women's organizations, local panchayat and labour officers are better informed and able to take effective action on issues of trafficking and safe migration

In continuation, Nalin ben asked the participant’s “In which type of area’s do we find domestic workers?” Participants responded that urban, rural and slum area’s where we can find domestic workers. Further Nalini ben asked the participants about their thoughts on people who are classified as domestic workers?

Participants responded the following points about the domestic workers :

- A person who has work as a domestic helper in any house and get money.

- A person who belongs to the informal sector or his/her work is not recognized by any employer/Govt.
- A person who is not aware about his/her rights.
- A person who does not have any security.
- A person who does not have any rule or law for his/her welfare.
- A person who does not have any fixed employer and fix venue.

Nalini ben asked the group what are the characteristics of workers in the informal sector and then explained the difference between workers in the organised/formal and informal/unorganised workers. As SEWA was also working for the informal sector it is important to understand these differences. In continuation, Nalini ben asked the participants about the minimum wages in Bihar and whether the domestic workers had minimum wages? It was noticed that no one was aware about minimum wages in Bihar and SEWA union was working in the same field in Bihar.

After the above discussion, Nalini ben said that if SEWA is a trade union we should know all the procedures about the trade union and know the strengths and rights provided by the Govt. Can be accessed by the workers.

Nalini ben further facilitated open group discussion on domestic workers problems. The following problems were highlighted by the participants :

- Physical and mental torture at workplace is a common and biggest problem.
- Getting less salary.
- Appropriate and applicable leaves not being provided.
- Deduction of leaves despite getting low payment.
- No social or medical security.
- Forced to perform other tasks which were not informed to worker at the time of hiring for his/her services.
- Not allowed to use toilet.
- Rest time not provided in case worker is full time.
- Rude behaviour displayed by the employer.
- No respect displayed for the worker.
- Not allowed to communicate with their family members, in case worker is full time.

After the above discussion, participants were divided into 3 groups for a group discussion. The task assigned to the group was to read 189 ILO Convention and after the group discussion, the participants would present the same.

In continuation, groups concluded the following important points which were included under 189 ILO Convention:

### **Group No. 1**

- 19 articles and 26 recommendations were included in 189 convention.
- Domestic worker definition was mentioned.
- Rights of domestic workers were listed.
- Information of minimum wages.
- Mandate to provide a written contract.
- Equal rights for all types of labours.
- Information of leaves.
- Mandate to provide rest time to full time domestic workers.
- Safe and decent venue should be provided.
- Strong and good relationship should be developed between employer and employee.
- Employing a person who is less than 18 of age, is an offence.
- Bonded labouring is an offence.
- Child labour is an offence.

### **Group No. 2**

- 21 years of minimum age was mandate in order to be hired abroad as a domestic worker was laid down by International labour organization.
- Wages decided as per work profile.
- Information of employer should be in writing.
- Mention leaves rules in written contract (weekly & yearly).
- Time should be specified for domestic worker to return his/her home after daily tasks.

### **Group No. 3**

- All terms and conditions related to the work should be in writing.
- Right to safety and keeping their documents along with them.

After the above discussion, Nalini ben shared that the points should always be kept in mind because we were a union and our responsibility was to create awareness and motivate people to fight for their rights. It is the responsibility of the government to secure the rights of the informal workers as they contribute to the GDP of the country.

Naliniben then asked the group on the specificities of the SEWA union, whether it had any politics and how it functioned.

There was a discussion as the group felt that SEWA did not do politics. Naliniben then explained to the group the difference between politics and party politics. It is a fact that sewa is independent and is not affiliated to any political and hence does not have party politics, but it does have politics and that is to rights of workers and the women workers in particular. From this point of view SEWA does feminist politics. She said she will explain this more deeply at another occasion.

In continuation, Nalini ben asked the participants as to why people give their votes to any Political Party?

Participants responded that normally people cast their votes to any political party looking at the progress of work. Nalini ben informed that every party had their own vision and objective, however when we vote, we often forget their vision. She quoted an example like : BJP is a Hindu party and they work for safeguarding India as a Hindu Raj. The RJD in Bihar was a party that was started keep in mind the issues of the backward caste, the Yadavas etc.

She has also informed that there were 11 central trade unions work on the basis of their vision and objectives.

Some central association's names are mentioned below:

- INTUC – Indian Nation Trade Union Congress (It is congress union).
- AITUC – All India Trade Union Centre (It is CPI union).
- CITU – Centre of Indian Trade Union (CPIM).
- HMS – Hind Majdoor Sabha (Swatantra Union).
- BMS – Bharat Majdoor Sabha (BJP Union)
- SEWA – Self Employed Women Association. (Swatantra Union)

After the session it was followed by a discussion on Empowerment. Nalini ben asked the participants about their understanding on Empowerment?

Participants concluded that following points:

### **Empowerment**

- To enhance confidence.
- To be able to raise her voice against violence.
- To be able to share her problems.
- Making them visible therefore organized.
- Getting to know about their rights.
- Skills to advocate for their rights with employers and the government.
- Helping them to achieve their rights.

- Finding solutions to their existing problems of housing and regular work.
- Creating their own support structures.
- Improving their professional skills.
- Understanding issues of workers in the informal sector.
- Relating to the larger women workers movement.
- Ability to access the welfare benefits/boards.

After the above mentioned activity, staff shared their work strategy on organising workers and concluded following points

- First of all, door to door visits are conducted by the help of Agaywans and SEWA Sathi.
- Try to collect members at one place for formal meetings.
- Meeting to commence by introduction of SEWA.
- Try to develop strong relationship through several meetings and regular interaction.
- Conclude by introducing Trade Committee benefits, procedure.
- Try to get membership and motivate people to make SEWA members.

In continuation, some members added that as of now they were getting membership only for trade union formation and one meeting had been conducted with the members, however other activities were not organized. Some active members also informed that follow-up part was also weak.

Nalini ben further shared that we can also conduct Mohalla Meetings as the same was conducted by SEWA Delhi and results were good. Sonia ben also added that Mohalla meeting is a very useful way to increase outreach and ensure collective strength. She further requested the Bihar team to use this method.

Nalini ben shared that community problems could be addressed and collective solutions worked out in Mohalla meetings.

Nalini ben further informed the difference between Trade Committee and Trade Group as per the following definitions :

**Trade Group** : A group of local people who do the same work.

**Trade Committee** : Trade committee has been formed to include some selected person from trade group. In trade committee, selected members identify problems and find out appropriate solutions through needful implementation.

The day one concluded by addressing queries of the participants.

## **Day 2 (12<sup>th</sup> March 2014)**

The day started with a recap of the previous day and participants concluded the following points :

### **Recap**

- Sensitize domestic workers about their rights.
- Increase collective strength to form trade union and provide support on public form.
- Skill development of domestic workers.
- To create awareness on 189 ILO Convention.
- Full form of some trade unions.
- Theme and objective of the program.

After the above recap, state wise target was shared by Nalini ben as mentioned below :

### **Target**

- 6000 people should be made aware on 189 ILO Convention and safe migration.
- 1500 people should be organised in trade union.

She further added that the same target should be achieved till December 2014 hence would need to form a strategy. In continuation, District wise groups were divided to form action plan for implementation of this programme.

After the group discussion, groups presented their group presentation and concluded following points:

### **Group No. 1 (Katihaar)**

- Migrant domestic workers area need to be identified for implementation of this programme.
- Weekly meetings would be conducted in each area and 540 people would be reached.
- Quarterly leadership training would be conducted.
- Stakeholders would be invited in leadership training.
- IEC material needs to be printed.
- Celebration of 16<sup>th</sup> June (Domestic workers day).
- Awareness camp will be conducted on the occasion of 16<sup>th</sup> June.
- Success stories would be shared and rewards to be distributed.

### **Group No. 2 (Munger)**

- Every month 205 participants would be reached out through information dissemination and 65 members would be included through membership.
- Area will be identified for implementation of the program.
- Identification of active members to be included in trade union.
- To collect information from shram vibhag.
- Celebration of 16<sup>th</sup> June (Domestic workers day).
- To form migration advisory committee.
- To form trade committee.
- Celebration of 18<sup>th</sup> December 2014 (Migration day).

### **Group No. 3 (Bhagalpur)**

- Area would be identified.
- No full time worker was available in Bhagalpur hence need to discuss with Madhuri ben.

In continuation, program target was divided district wise as per available resources:

**Katihar:** 2750 people should be reached (Full timer available).

**Munger:** 2750 people should be reached (Full timer available).

**Bhagalpur:** 500 people should be reached (Full timer not available).

After the above presentation, the following points were concluded by Nalini ben which were very important and should always be kept in mind :

- To create awareness amongst domestic workers about their rights.
- To conduct meetings and list down problems of domestic workers. Draft demand letter including solution to the problems.
- We should be aware about domestic workers problems by the end of April 2014.
- To collect all information related to domestic workers schemes from shram vibhag.

Nalini ben further suggested that Mahila Samakiya was a good organization and they have very good IEC Material. She also requested to Nutan ben to collect their IEC material.

After the lunch break Sonia ben commenced a session to share the next visit plan and also requested Bihar team members the following tasks should be completed for further action :

- Case should be reviewed shared by Nalini ben and will outcome/progress reviewed in next meeting.
- To collect information regarding Minimum wages board of Bihar.

- Meeting should be conducted on the situation of the primary school, Rani Sagar, Kadagpur and letter will be drafted for further action.

Sonia ben asked the participants as to Why group formation was needed ? Some active participants shared and concluded following points as per their own understanding :

- Group formation was required for power/strength.
- For safety.
- For increasing confidence.
- To communicate issues to the Govt.
- To raise their voice for their rights.
- To get their rights from the employer.

After the above discussion, feedback session was taken by Sonia ben and participants concluded following points :

Feedback :

- Get information about the definition of domestic workers.
- It was new program and objectives are useful.
- Aagyawans respect would be ensured through this program.
- 189 convention session was informative and useful.
- An opportunity to know about the rights of domestic workers.
- Information was very useful regarding international trafficking.
- Learnt how to do program planning.
- Get information about the difference between domestic workers and home based workers.
- Information about WIEGO.

Towards the end of the workshop, Sonia ben asked participants if they had any questions or queries in regards to the topics discussed during the training program. It was a wonderful and an informative training which would help to understand the program objective and need for implementation.

**Concluding Remarks:** At the end of the workshop, **Sonia ben** extended heartiest thanks to all participants for their active participation to make a training program a success.

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