KISLAY

(An organization for Integrated Development through community Participation)

Annual Report

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I. Background & current situation:

The unorganized sector workers are still waiting for social security provisions and a dignified life in the present political economic system. The year 2018 witnessed sincere discussion on issues of social security and welfare for the unorganized sector workers of the country. The Ministry of Labor & Employment, Government of India brought second & third daft of 'code on Social Security & welfare' during the year and invited comments /suggestions from all the stakeholders. All major national organizations as well as regional & state organizations submitted their comments and suggestions to MOLE for improvement in draft code.

Despite of economic growth and increase in GDP, the working and living conditions of the working class population are yet to improve. The in-formalization of work has been increasing resulting in insecurities of work, wages and poor working conditions. The overall situation can't be considered as a healthy one. The government is also trying to pacify the situation by announcing several welfare schemes for the down trodden people of the country.

The struggle for securing a decent life is continuing for most of the informal sector workers of the country. The situation of informal sector workers in Delhi is yet to improve. The domestic workers collectives and informal sector worker's collectives are continuously engaging the Government to implement the "Unorganized Workers Social Security act'2008" for welfare of the informal sector workers.

There is no social security for more than 93% of the workforce of the country. Around 72% of the workforces of the country live under bondage system as they are receiving less than Rs.5000/pm as wages; this is as per Socio-economic caste census report-2015. It is becoming difficult for a common working class family to survive in the present economic situation of the country.

There is no alternative to awareness and education among the working class population for their emancipation from exploitation, hunger, unemployment and unsecured working and living conditions.

On the basis of the above circumstances, the organization focused on the following issues for the current year program:

a. Developing enabling environment & support structure in communities to address the issues of early/child marriage & gender discrimination at home and at workplace.
b. Empowering urban informal working women in Delhi slums to address structural forms of gender oppression and violence.
c. Strengthening participation of women in local governance by establishing women collectives in slum communities.
d. Fair implementation of Delhi Building & other Construction Workers' welfare Rules'2002 & ensuring transparency in the functioning of the Board,
e. Enactment of legislation/policy on social security & welfare for domestic workers of Delhi,
f. Constitution of Unorganized Worker's Social Security Welfare Board in Delhi &

g. Discussion & consultation on "code on social security & welfare" with the informal sector workers of the city.

II. Organization - Approach, Strategies and Coverage

A Non Profit Organization founded in 1991, Kislay aims to improve the situations of the marginalized and poor urban communities and to advocate their right to a life with dignity. The main objective of the organisation has been to support the marginalized urban poor and to inform, assist and empower them to deal with the situation by using different strategies. Most strategies focus on enabling the poor communities to collectively demand and access government services and the city's resources for a life with dignity.

With this approach, Kislay facilitates the formation of community based groups under the leadership of local community leaders in slums to take up the issues collectively and independently.

Key Strategies

Kislay's main strategy is to build capacities - leadership, systems and human resources - of its Community Based Organizations which involves;

- Enabling informal sector workers in organizing awareness campaigns for community mobilization against gender discrimination, child marriage, sexual harassment at work place & domestic violence and grass root advocacy campaigns for fair wage, healthy working condition, regulation of employment & other social security provisions through awareness and effective leaderships among workers.
- Promoting quality education, self-help groups and livelihoods
- Facilitating slum dwellers & especially unorganized sector workers & their collectives to develop interface with state departments/municipal corporations, department of women & child, Delhi Commission of Women/National Commission of Women, labor department for receiving several benefits to these workers.
- Networking and partnership with other NGOs and CBOs for building public opinion for city and national level policy advocacy for shelter and livelihoods security of the urban poor.

Current Geographical Areas of Operation in Delhi:

Kislay is working in more than 50 slums areas of West, North West & South West Delhi. Kislay mainly works in the areas of Education, Sanitation, Livelihoods, Provision of basic services, Public Distribution System, Unorganized sector workers social security, Housing and Community Linkages & participation with state departments. It works currently in slum clusters & resettlement colonies and reaches out to more than 40,000 families, mainly migrant construction workers, domestic workers, rickshaw pullers, vendors & other casual workers families (mostly Dalit and OBCs) from Rajasthan, U.P, Bihar, West Bengal and M.P.

III. Description of the major activities during the year:

A. Developing enabling environment & support structure in communities to address the issues of early/child marriage & gender discrimination at home and at workplace:

It is being observed that the community women members are becoming more vocal and logical in compare to past. One great achievement is that most of the women members have initiated dialogue in their family with respect to stopping the domestic violence, sharing of domestic work by the male members of the family and on the issues of children's education and marriages.

Another achievement can be considered as formation of collectives of women in slum colonies. These women collectives will be the platform in the communities to discus and share the issues of personal lives, domestic violence, forms of discriminations at home and work place and finding out collective solution of these issues.

The main activities during the year are as follows:

- A working women convention was organized on 13th March'2019 with an objective to develop a new consciousness to fight all sorts of discrimination at home and work places. Around 600 women leaders from the slum communities participated in this convention.
- There were two 'Women worker's dignity day' celebrated at Sultanpuri & Shiv Vihar slum communities to honor the community women for their contribution in society. Around 350 women from these communities participated in each events.
- There were two Padyatra organized to create awareness on the issue of gender based discrimination at Shiv Vihar & Mayapuri slum colonies. Around 260 women participated in these Padyatra.
- The exposure program of around 100 community women leaders were organized with an objective to build their knowledge about the city, history and places of political importance. The women visited Rashtrapati Bhawan (President House) and Indira Gandhi museum.
- An exposure program of 50 women leaders was organized to the religious places like temple, mosque, Gurudwara & Church. The idea was to understand different religious practices and the status of women in each religion.

- There were two Youth conventions organized in the month of April & May'2018 at Shiv Vihar & Paschim Vihar slum colonies respectively. The objective was to create a platform to share several issues related to their lives. Around 250 youth (boys & girls) participated in these conventions.
- A residential workshop was organized with 45 girls of the slum communities at Rishikesh with an objective to build their perspectives on gender & caste system.
- An exposure program of 60 youth was organized to the religious places like temple, mosque, Gurudwara & Church. The idea was to understand different religious practices and the status of women in each religion.
- A process of developing community platforms of youth was initiated in six areas. There were six workshops organized with youth on gender discrimination, marriage etc. Around 200 youth participated in these workshops.
- Around 60 Youth visited Parliament House and witnessed no confidence motion discussion placed by INC. Mr. Parvesh Sahib Singh, Honorable Member of Parliament from Delhi facilitated the youth team in visiting the parliament & explained about both houses of the Parliament.
- A process of developing community platforms of women was initiated in twenty slum areas. There were forty six community workshops organized with women on gender discrimination, early child marriage etc. Around 1000 women participated in these workshops.
- A residential leadership training workshop was organized with 30 community leaders to develop community support structures in respective communities. This training workshop was organized at Chirbitia, Uttrakhand.

- A review exercise was conducted with three labor organizations at New Delhi to understand the challenges faced in working against gender discrimination in the organization. A total of 17 participants from 3 groups for two days participated in the exercise.

The following are the key **results** of the activities:

1. A process of formation of 20 collectives in 20 slum areas got started and lead by the community women members.
2. There were two marriages took place in communities based on choice.
3. Initiation of evolving a support structure within family and within the community.
4. Parents are supporting girls children in higher education like colleges, teacher's training, CA, accountancy, computers operators, call centers etc.

5. Women & girls are getting more freedom compare to past to move outside the home & communities.
6. The spaces are being created in some of the families where the children are sharing their issues with parents.
7. Some of the parents are also in support of the marriages based on choices & consents of their children.
8. Some of the parents are also in favor of breaking the caste system and ready to arrange marriage beyond caste boundaries.

We faced the following challenges during implementation of the activities:

1. In some of the families, male persons are still not convinced with ideas of gender equality and sharing of domestic work; they believe that these are against the practice of the social system.
2. The male members engage themselves in the violence when they fail to have dialogue with women on any issue.
3. There is need to have Continuous dialogues and sometimes legal support to control the violence etc.
4. Most of the women face strong objections from male members of the family in case they want to go outside for learning and training any skill or knowledge.

Learning: The conducive environment supports positive dialogue in the family and community. Therefore, making environment conducive becomes the priority of the organization. That is why, involving every member of the family in the process of building perspective helps in neutralizing the existing negativity around gender equality in the family.

B. Fair implementation of Delhi Building & other Construction Workers' welfare Rules'2002 & ensuring transparency in the functioning of the Board:

The construction workers of Delhi are facing numerous problems despite of a central legislation and state rules. The construction workers are not able to register themselves with Board and file any claim applications with the Board as per the act.

There is a discussion among the stakeholders about the genuineness of construction workers. Now, it has been reported by the Labor department that many non construction workers are registering themselves as

construction workers in welfare board. And this can't be done without involvement of officials of the department.

The organization organized consultation with the construction workers, discussed the issues and collected their suggestions. The construction workers are ready to face the challenges and we are planning to engage the government and the labor department with a positive dialogue.

We gave representation to the Secretary, Board on the current issues. The Secretary informed us that the Board doesn't have full time staffs (officers & supporting staffs) to run Board independently. He further explained that the Board is trying to develop some system to make the functioning fair, transparent & time bound. The DBOCWWB (Board) is developing a system of online registration, renewal & claim processing of applications of construction workers with the help of NIC, Government of India. The workers representatives demanded installation of webcam at windows of Labor offices for registration of construction workers to make the process transparent & fair.

The workers were informed by the Board that Honorable Labor minister of Delhi called a joint meeting of officers of Labor department on 2nd August to discuss about the issues of construction workers and asked officers to start the registration, renewal and claim processing work from the immediate effect. Followed by this meeting, the Labor Secretary issued an order on 23.08.2018 to all heads of the district labor offices to start the registration, renewal and claim processing work in the districts. But it couldn't be started.

From media & other sources, we have come to know that the states governments through its affidavit to Supreme Court confirmed that there are around 1.5 crores construction workers registered in 36 state welfare Boards and around one crore construction workers have received social security benefits from the concerned state welfare Boards. There are assumptions that if The Building & Other Construction Workers (Regulation of Employment & Condition of services) act'1996 will be repealed then crores of construction workers will lose their socials security rights. The beauty of this act is that this is self financed and not dependent on government financial support as the employers and workers contribute for the social security benefits. The accumulated construction workers welfare fund will be merged into National Social Security Council as per the draft code. The procedures of worker's registration, renewal in welfare boards and availing social security benefits etc will also be changed.

The apex court is also monitoring the state construction worker's welfare Boards regularly. The Honorable Supreme Court has asked Ministry of Labor & Employment (MOLE) to constitute a task force to recommend the model welfare schemes for the construction workers of the country. MOLE has constituted a ten members task force committee which has only one member representing worker's organizations. The committee has suggested some welfare schemes, registration procedures etc and the same have been put on websites of the ministry for public comments. The organization has submitted its comments to MOLE.

Even after issuing letter from Secretary, Labor, Board couldn't start functioning. On 12th Septemebr'2018, the construction workers organized a sit-in at the office of Labor Secretary cum Commissioner of Delhi for fair implementation of BOCW act in Delhi and time bound clearance of all

pending cases of claim applications of construction workers. More than thousands of construction workers participated in sit-in and raised voices against the corruption involved in Labor department of Delhi. The construction workers demanded installation of web camera for registration, renewal and CCTV camera at all District Labor offices for transparent functioning of the Board.

The Additional Labor Commissioner discussed the various issues and demands of the workers with the representatives. The following are the decisions:

a. Developing and finalizing SOP by the Board members & senior officers of Labor department together at the earliest.
b. Requesting nine Deputy secretary from the "SERVICE DEPARTMENT" for posting at nine district offices to take care of the Board work,
c. To do follow up of Board approved 126 permanent posts for the entire Board work.
d. To start transferring Pension to the old age construction workers immediately; Board officers had discontinued pension after May'2018.
e. To extend the date of submitting the copy of the identity cards for education benefits to the wards of construction workers.

As a result of continuous struggle by the workers of Delhi, Delhi Building & Other Construction Workers Welfare Board (DBOCWWB) has started functioning as an independent Board since November'2018 onwards. The new forms have been developed for registration & renewal of the construction workers and all districts Board staffs have been instructed to use these forms from December onwards. The registration & renewal work has been started with the limited manpower after a gap of almost seven months.

Now the organization is engaged in educating the construction workers on newly developed registration forms and about the digitalization process of the registration, renewal and delivering the claim benefits. The organization is organizing awareness camps for the construction workers and the leaders of the organizations to understand the new process and prepare the documents as per the present requirements. DBOCWB is all set to go to digitalized system in coming days and we expect that the transparency can be achieved with respect to registration, renewal and in receiving the social security benefits by the workers. The corrupt system will go away as it was delaying the registration, renewal and

social security benefits to the workers. There will be no role of middle man in carrying out these functions after digitalization work.

During the year, we organized Skill building programs for women construction workers with support from CSDCI (Construction sector skill Development Council of India) & PCSC (Paint & Coatings skill council) in the trade of assistant mason & painters. A total of 133 community women construction workers enhanced their skill as assistant mason, painter helper and TOT painter.

Awareness & sensitization of domestic workers for identity & dignity of work, minimum wages and social security:

The awareness and education of the domestic workers of Delhi is continuing with new ideas, tools and actions. There is progress among domestic workers with respect to understanding the rights & duties related to their work but the progress is below the expectation. Still most of the domestic workers are not able to spare their time for community meetings, training programs related to worker's right, gender discrimination etc. The double work load is one of the major reasons which prevent them to equip them with new information, understanding worker's laws and women's rights. The struggle of the domestic workers is continuing to achieve dignity at work place and at home. Despite of regular follow up with the Labor department, the domestic workers have received nothing except several assurances.

The government is also silent on enacting any separate legislation for the domestic workers. The new draft code on social security is too complex to be implemented for the domestic workers.

The following activities were conducted to enhance the information level among the domestic workers to work collectively:

Awareness & sensitization:

a. We organized more than 107 corner meetings & 33 mass meetings in slums and resettlement areas of Delhi to inform/educate the domestic workers about need for a legislative protection and workers rights. These meetings covered the issues of social security, registration in Labor department, inclusion in employment schedule and minimum wage notification by Delhi government.
b. There were two walks (padyatra) organized with the domestic workers to educate about the worker's rights and women's rights. The walks were organized in the slums of R K Puram, Vasant Vihar and J J Colony, sector-7, Dwarka. A good number of domestic workers joined the walks

followed by public meetings. During public meetings, the rights of workers were discussed along with the rights of women.

c. The domestic workers of South West district organized a discussion on the issues and problems faced by the domestic workers of their locality. The meeting was well attended by domestic workers of several slum areas of the district. The focus was to build the organization and strengthen the leadership among the domestic workers community. There were also suggestions to improve the communication power of the domestic workers to put their issues collectively.

Training workshops:

d. Gender rights & equal remuneration: We organized workshops with the women leaders of the communities who are in the occupation of Domestic & construction works on the issues of gender discrimination and discrimination in wages on the basis of gender. The leaders reported that most of them don't get the equal wage as male workers receive for the same work. The work contractor/employers provide two types of wages; higher wages to male workers and low wages to female workers. The women workers are forced to join the work as there is no alternative for survival. There is difficulty in running a household through earning of a single family member. It was explained to the participants that there is a law which provides equal rights to all workers irrespective of gender to receive equal wages for the same work. The law is known as "The Equal remuneration act'1976". The enforcement agency is Labor department and we should demand equal wages from the employers and oppose this type of discrimination.

e. There were three trainings organized for the leaders of domestic workers collective on the issue of wages rights, violence at work place and home. The trainings were conducted by advocates who are on the panel of Delhi Legal Aid Services authority. They described the issues related to payment of wages, how to file complaint, how to collect evidence for filing complaints etc. They also explained about the domestic violence act and its usefulness. The trainings were conducted for the leaders of West & North west Delhi of the slum communities.

Legislative protection for domestic workers:

f. A delegation of domestic workers leaders also visited the office of Delhi Labor Secretary on 24th April'2018 to discuss the long pending demands of the organization; to include the domestic

work in the employment schedule of Delhi, fix the minimum wages for domestic workers and enact a state level social security legislation for the domestic workers as it was suggested by the committee constituted by Delhi government on the issue. The Labor secretary assured the delegates that the matter will be taken up with the competent authority and soon he will call the delegates of the collective for wider discussion on the proposal.

g. The domestic workers organizations of around 12 states have formed "National Platform for Domestic Workers" to advance the issues of domestic workers at national level and demanding a comprehensive legislation for the domestic workers of the country. The members of the platform discussed the propose code on social security & welfare and analyze the code in the context of domestic workers social security rights. The members were not agree with provisions of the new code and reiterated the demand of a comprehensive legislation for the domestic workers. The following were the decisions taken by the secretariat members to engage the government:

I. Signature campaign among domestic workers for sending the memorandum to the prime minister & central Labor minister,
II. Public meeting in New Delhi on 2th August'2018 by the domestic workers of the country.

The domestic workers collectives organized meetings with domestic workers, took their consent and collected their signature for memorandum. The domestic workers meeting at New Delhi is focused on two issues particularly;

1. Demanding Comprehensive legislation for the domestic workers,
2. Amendment in the Labor Code in its present form.

A memorandum was prepared from the platform with the above demands to be submitted to the Prime Minister, Labor Minister and Chairman of the petition committee of Lok Sabha & Rajya Sabha. A total of 13 Members of Parliament (MP) endorsed our memorandum. We also collected more than 15,000 signatures from Delhi and around 60,000 signatures from across the country (around 22 states) to be submitted along with the memorandum. Around 30 print & electronic media were invited for covering public meeting of the domestic workers.

The public meeting was attended by around 37 domestic workers collectives from all over country with around 5000 domestic workers representing these organizations. Seven Members of Parliaments (MP) addressed the public meeting and assured the gathering to support their demands. A memorandum of demands was submitted to Prime Minister and Labor Minister along with around 60,000 signatures collected from all over the country. There was good media coverage of this program too especially by the electronic channels.

The follow up activities were conducted with the domestic workers who participated in the national meeting organized on 2nd August'2018. The domestic workers were happy in the sense that a collective action of domestic workers was organized after a long gap. Thousands of domestic workers from across the country participated in the national meeting and issues of all domestic workers are same as the domestic workers of Delhi are facing. The domestic workers were also very much positive after this meeting as the demands of the domestic workers of the country are same. The domestic workers shared their expectations that one day we will win the fight and enjoy the rights of workers for a dignified life.

h. International Domestic Worker's Day:

On 16th June, We celebrated international domestic workers day with the domestic workers of the organization. The domestic workers reviewed the progress of the work with labor department and each member expressed concerned that the government is not giving attention to their demands. It was decided that a representatives group should meet the Labor minister of Delhi to express their concern and request him to work on our demands. A group of 6 domestic workers representative met the Labor minister and had a meeting with him on the demands of the domestic workers. The minister has told them that he will take up this matter with the Labor department officials of the state soon.

i. Community consultation:

We organized five community consultations of domestic workers to discuss the future course of actions for strengthening the community collectives. There were common suggestions that the awareness and education programs for the domestic workers to be continued. This helps domestic workers to improve the information level as well as builds their analytical power to analyses the situation. The domestic workers also suggested conducting periodic events to build the sense of cooperation among the working population of the communities.

The leaders reiterated their commitment to follow up with the government institutions for fulfilling their demands of fair wages and social security. The domestic workers leaders shared their concern about the Labor department's officer's stand that the government can't act on your demands because you are working on a private house. The domestic workers are confused and since last three years they are moving from one pillar to another for their demands.

The domestic workers leaders also suggested organizing campaign in slums, resettlement colonies of Delhi to strengthen their demands. It was also decided to conduct some issue based workshops in

communities and educate the domestic workers on basic worker's rights, our demands and share the information about other state's initiatives on domestic workers issues.

There was some opinion in the domestic workers alliance that we should also approach the court to give direction to the government of India to enact legislation for the domestic workers. Some of the members were of the opinion that this is common people's issue and we should pressurize the government by grass root mobilization and building favorable environment for the domestic workers in the country.

There are some court interventions with respect to domestic workers legal protection. There are two cases in Supreme Court of India related to domestic workers. In one case, the Honorable Court has asked Delhi Government about the total number of registered domestic workers in the state. We are not aware of the government's response. The second case was filed by a civil society organization called 'Common Cause'. The Honorable Court has issued notices to all state governments to update the court on the status of the domestic workers in their respective states.

A delegation of domestic workers leaders was also formed to see the Chairperson of Delhi Commission of Women (DCW) to take her support on this issue. The leaders also decided to organize a convention of domestic workers to educate and mobilize large number of domestic workers for a collective action.

Awareness & sensitization of unorganized sector Workers for constitution of Social Security Welfare Board in Delhi:

The situation of informal sector workers is worse because more than 84% of the workforces are not covered by any labor legislation of the country. The informal sector workers are demanding justice for them since long. They are one of the major contributors in Indian economy but the successive governments have failed to address their needs & demands like fair wages, old age pension, health services, maternity benefits etc.

In order to educate and sensitize the informal sector workers of Delhi to participate in Government programs and engage with government institutions, we organized more than 20 mass community meetings in Delhi in different localities.

Despite the enactment of "Unorganized Workers Social Security Act'2008, the informal sector workers are yet to receive the social security benefits from the government. Even after a decade, the government has not provided funds to the state governments for minimum universal social security. It is well known fact that without sufficient fund, the social security can't be provided to the informal economy workers of the country.

Convention of workers (construction & domestic workers)

There were five regional conventions of workers organized during the year. The regional conventions were organized at Paschim Vihar, J J Colony, Savda, J J Colony, sector-3, Dwarka, J J Colony, Bindapur & Nilothi. The construction and domestic workers participated in these conventions. The panel discussions were organized during these conventions. The panel included

the representatives of different trade workers representing their trades of informal sector like construction workers, domestic workers, rickshaw puller, auto drivers, home based workers, vendors etc. In each convention around 400-500 urban poor workers participated. These conventions were organized in slum communities. Each trade representative narrated the working conditions and wage situation of the particular trade and also shared the day to day exploitation, harassment by the multiple authorities and the employers. It was good experience that the domestic workers leaders are now speaking with content. Most of the leaders are developing arguments to dialogue with the employers and the local government institutions/offices. These consultations are encouraging the confidence of the workers to fight for their rights and dignity.

The construction workers leaders are also in the process of understanding the act and rules and developing logics to counter the labor department negative attitude regarding the construction activity. They are also suggesting the workers to collect the details of employers while working in anyone's house as it is mandatory as per the act. The construction workers are of the opinion that there is need to put pressure on the labor department for implementing the act and for that the collective actions are required.

The workers present in the consultations suggested to organize collective actions to engage the government. The purpose was to initiate dialogue with the Labor department to resolve the issues. It was decided collectively to write letter to Lieutenant Governor requesting him to interfere in this issue for its resolution.

The unorganized sector workers like construction workers, domestic workers, home based workers, vendors; rickshaw pullers etc were also mobilized for their informed participation in the submitting demands to the government. The major demands of the workers are as follows:

1. Ensuring notified minimum wages for all the workers of the city.
2. Ensuring safety of the workforce from factory to households.
3. Stopping of privatization & contractualization of the work.

A public meeting was organized jointly by several civil society organizations on 1st February'2019 demanding universal social security for all unorganized sector workers of the country. Thousands of informal sector workers participated in this national meeting from Delhi and other neighboring states. The public meeting was addressed by leaders of the organizations as well as eminent leaders from all sections of the society. A memorandum was prepared highlighting demands of the informal sector workers and the same was submitted to PMO, Honorable Labor Minister, Government of India and Chief Minister of Delhi.

The demands of informal sector workers included the dignified minimum wages, social security coverage like health & maternity, death & disability and old age pension for all and also housing for all workers of informal sector. The demands also included the paid maternity leave of 180 days instead of 90 days as The Maternity act'1961 got amended by the parliament. The leaders also demanded strict implementation of "Equal remuneration act'1976 as most of the women workers are not getting wages at par with men workers. The workers organizations demanded the half of the minimum wages of the state to be given as pension to the informal sector workers of the country. The participation of the workers in this national meeting was seen to be believed.

On the same day, the government announced some welfare schemes for the informal sector workers of the country. But these schemes are not equivalent to other social security legislations enacted for formal sector workers. The Government announced pension scheme for the informal sector workers of the country. This scheme ensures Rs. 3000/pm pension after sixty years of age of the worker. This pension scheme is a contributory scheme. A worker has to contribute Rs.100/pm from the age of 29 and Rs.55/pm from the age of 18 till sixty years. The Government will contribute equally into the account of workers. A similar announcement has been made for the farmers by the Government. The Government will transfer Rs. 6000/year into the accounts of the farmers in three equal installments to support them.

IV. Discussion & consultation on "code on social security & welfare" with the informal sector workers:

The government is determined to bring labor reforms by amalgamating the existing labor laws of the country. The purpose of reforms is to simplify, unify and rationalize the existing labor laws without weakening the rights of the workers. But in another way, the concerned is shared by many labor economists that these reforms are to make the economy more & more liberalized. Till date, the government has introduced four codes namely Wage code, Industrial Relation code, code on social security & welfare and code on Occupational Health, safety and working condition.

The new code on social security & welfare primarily cover most of the informal sector workers in the draft by definition but availing the benefits seems to be more complex. The existing infrastructure of the labor administration of the states may be another factor to implement this code. The financial contribution is also unrealistic in the sense that these workforces don't get regular employment and even minimum wages. Under these circumstances, it is difficult to pay contributions by these workers to avail any social security benefits from the government. The filing of challan by these workers with respect to their income is also complex and invites corrupt practices to hide the real income. The irony is that the millions of workers are working and contributing in the national economy but their own work and lives are not secured at present.

All existing social security laws of the country have provision of employer-employee contribution for social security fund like ESI, PF, BOCW act etc. But this code doesn't ask for the employer's contribution for the social security. All existing social security laws are based on tripartite mechanism for governing the laws but this code has minimized the participation of worker's representatives (only two) in the proposed Social security Board, thus limiting the role of worker's organization in decision making processes.

The ministry of Labor & Employment, Government of India also organizing regional consultations on code of social security and welfare for the working class population of the country and asking suggestions from the organizations and federations. The social organizations provided the following suggestions in the code;

a. Do not include the ESI, EPF, BOCW act in social security code
b. Keep away all the Boards & their funds like BOCW act, Bidi workers act & other Boards (around 8-9 boards) from the code as these Boards have cess funds and cess funds should be utilized for only those workers & purposes for which it has been collected.
c. The contribution amount from the workers for registration should be minimal or appropriate as most of the workers will be from informal sector workers and the informal sector workers don't have regular wok and income.
d. The social security benefits should be clearly defined in the code.
e. The social security fund should be governed by the state Boards only.

The Ministry of Labor & Employment has finalized the minutes of the consultations and sent to the concerned. The MOLE has considered some of the requests of the social organizations like EPF & ESI have been excluded from the code. The BOCW act'1996 will be repealed but The BOCW cess act'1996 will sustain. It was also decided that the state BOCW welfare Boards will continue but all other Boards will be merged with one welfare Board. This merged Board will for the unorganized sector workers. The registration process will be same for all workers and UWIN system will be adopted for issuing identity cards to the workers. A total of 11 social security legislations will be repealed by new code.

V. Implementation of Minimum wages in Delhi:

The Delhi High court quashed the notification of the minimum wages of Delhi Government on the petition submitted by the employer's organizations. The employers took a plea that they were not represented properly or not heard by the Government in deciding the minimum wages of Delhi. The Delhi Government challenged the order of Delhi High Court in Supreme Court by filing Special leave Petition. The government also decided to reconstitute the committee for fixing of the minimum wages of workers in Delhi.

The Supreme Court on 31.10.2018 ordered to continue the notification dated 03.03.2017 on minimum wages and asked Delhi Government to constitute the new advisory committee to fix the

minimum wages of the workers of scheduled employment of Delhi within three months. There is a great relief for millions of workers of Delhi to enjoy the enhanced wages.

The Government of NCT of Delhi through its notification constituted a minimum wage advisory Board to suggest the state Government in revising/fixing of the minimum wages for the workers of scheduled employment. The matter is still pending in Supreme Court for final decision.

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