

KISLAY

(An organization for Integrated Development through community Participation)

Annual Report

April'2019-March'2020



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I. Background & current situation:

We feel satisfied for the work we have done in the slum communities over the year. We had focused our work on enhancing knowledge of the community women and building their capacity to address the discrimination within the family, community and at work place. We had planned various activities to empower the community members like development of 'theatre of the oppressed', campaign against unequal wages, discussing domestic violence by organizing community walks, regional consultations on wage, social security & community development issues, honoring women work and need of women collectives.

There is a common observation that there is a change in behavior in most of the individuals and families with respect to gender roles, violence, marriages and discrimination in general. The behavioral change is positive in terms of understanding the social & gender discrimination, exploitation, oppression and role of social structure in maintaining the exploitative system. Once the understanding process of the discriminative & exploitative system is completed, the oppressed people or community starts thinking on the issues and strive for change in the existing exploitative system.

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 wages" and "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 urban poor 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 around 50 slums areas of West, North West, North & 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 structures in communities to address the issues of early/child marriage, gender discrimination at home and at workplace, domestic violence; strengthening participation of women in local governance by establishing women collectives in slum communities:

During this year, we engaged adolescent girls and young people of the communities through organizing several community based activities. The adolescent girls and youth are mobilized for participating in activities like drawing competition, poster making, slogan writings, sports activities, theatre making, debate competition, local exposure touring etc. We also engaged them by organizing collective cultural programs in different communities. Many times, these young people of the communities worked as volunteers in organizing collective action & awareness programs for the women & other informal economy workers of the community.



Community training on gender & sexuality

During the year, we have found that the women of the communities have started speaking against family discrimination, domestic violence and started identifying the discrimination and oppression in day to day lives. In many occasions, the women have raised voices against that domestic violence which were continuing in the name of family honor. These women had earlier said that it was their destiny and it would continue in their lives. Many such

women have started reacting on the present situation and demanded the end of this violence. Now, it is enough for most of them. During the year, more than five women reported domestic violence cases to the local police station and approached Delhi Legal Services Authority (DLSA) for legal support and guidance. The counseling process is going on in some cases and women

are feeling safer, powerful and violence free. We think this change is one of the greatest changes for the oppressed community women.

Another success we have observed that the community women have raised their voices to be part of the community institutions like Temple committee, Basti development committee etc. Their argument is that the women are used for constructing temples, cleaning & maintaining it and all for voluntarily but the temple committees are dominated by males only. They are fighting for the representation in the temple committee and local Basti development committee.

In order to strengthen the community structure, we organized four **leadership training programs** during the year. The subjects covered during the training program included understanding of socio-economic system of the society, patriarchy and identifying it in day to day life, casteism, violence and its several forms, minimum wages, equal remuneration and discrimination at work places, BOCW act and appropriate authority & local governance to address these issues. 168 community leaders participated in these leadership training programs.

There were 52 **community workshops organized with women** on the issues of gender discrimination and gender equality rights. Around 1400 women participated in these workshops.



Workshop with community youth on gender & sexuality

There were 21 **community workshops organized with youth** on the issues of child marriages, domestic violence and gender discrimination. Around 900 youth participated in these workshops.

A residential training program was conducted for community leaders on developing understanding on gender, caste system, patriarchy and our social system.

There were two **capacity building workshops** organized for the women leaders of the communities on stopping child marriage and domestic violence.



Exposure tour of community youth

There were six **exposure tours** organized for around 300 youth of the community to enhance their knowledge on science, history, environment & appropriate technology and its utility in promoting quality of life.



Youth Mela

We organized a **youth mela** with more than 450 youth of the communities. The theme of the mela was “creative presentation by youth on the issues of child marriage, child labor, female feticide & domestic violence”. The youth expressed their views through posters, drawings, poetry, essays and theatre on the above issues. There was sharing as well as good debate on the subjects.

The team members also organized **Raksha Sutra** program in six communities to check the domestic violence at homes in communities by tying the knot on each other’s wrist by male-female of the community.

The **exposure programs** 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), Indira Gandhi museum in Delhi and Taj Mahal, Red Forte in Agra.

There were six **community feasts** organized to check the discrimination in sharing of food on the basis of caste, gender or religion.

There were five **theatre performances** organized in communities for awareness on the issues of domestic violence and gender discrimination.



Legal workshop with community members with DALSA

There were three **awareness camps** organized with the help of Delhi Legal services Authority (DLSA) for the women members of the communities.

A **review meeting** of three labor organizations was conducted to understand the progress and challenges in implementing the gender and sexual right projects. A total of 15 participants from 3 groups for two days participated in the exercise.



Theatre training workshop with youth

A residential **exposure cum capacity building program** was organized for youth to develop theatres on the issues of gender and sexual discrimination in society.

There were 12 **community awareness walks** organized in 12 slum areas of Delhi. The subjects of these community walks included equal wages for men & women, domestic violence, sexual violence, respect to women's labor, property right and increasing inequality. Around 1600 women participated in these community awareness walks.

A **working women convention** was organized on "increasing inequality and discrimination" on 8th March and around 700 women workers representatives from 24 slum areas participated in the convention. The audience were briefed about the report of the study titled "Time to Care" released by OXFAM. According to its report, only 63 billionaire of India are having wealth more than four times of the wealth of seventy percent poor people of this country. The report further says that the total wages for "care work" done by women are around 19 lakhs crores rupees,

which has never been paid to them. According to report, in just ten minutes, a CEO of an IT company earns equivalent to annual income of a domestic worker. This report illustrates that how the inequality in Indian society and world has increased and the women are among the most vulnerable section of the society.



Inauguration of International Women's Day

The women leaders shared their experiences of domestic violence, issue of wage discrimination, sexual abuse cases and nonpayment of minimum wages. They also shared some of the experiences related to government departments and authorities, the behavior of the labor department officials, their lethargies in dealing with complaints and anti women & anti labor attitude. These are of great concern and need to be addressed

through proper channel. The theatre teams also performed two plays during convention and after play, the forums were also conducted. The participation of women in forum was quite motivating and provided several options to address the particular issue. Many women recited poem written by them and some of them also narrated small story written by them. We



Theatre performance on child marriage

observed that the literate women are taking out their creativity through write ups (poem & stories) and illiterate women are taking help of their daughters in expressing their feelings or experiences. We feel that this change is positive and motivating for other slum women.

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

1. 25 community women groups formed in 20 communities. A total of 760 community women are part of the process.
2. 10 youth groups formed in 10 slum communities and around 400 youth are part of the process.
3. There was an informed participation of around 700 Women in the convention organized on 8th March'2020.
4. The community women are coming forward to take legal support in order to resolve their domestic violence issues.
5. Some of the community leaders understand the complexity of caste system and its slavery system and they are trying to break the shackles of this oppressive system.
6. Most of the youth have manifested their anger against the patriarchal system through creative art and developing logics to counter the traditional practices/taboo.
7. The level of awareness has increased with respect to domestic violence and its consequences on the family well being.
8. Most of the members are sharing food without any caste and religious discrimination in the communities.
9. Most of the family members (mother, father & youth) are part of the process in developing understanding on patriarchy, child marriage and domestic violence in the communities. It is evolving a support structure within family and within the community.
10. The spaces are being created in some of the families where women & girls are getting more freedom compare to past sharing their issues with parents.
11. Some of the parents are also in support of the marriages based on choices & consents of their children.

B. Fair implementation of Delhi Building & other Construction Workers' welfare Rules'2002 & ensuring transparency in the functioning of the Board; Awareness & sensitization of domestic workers for identity & dignity of work, minimum wages and social security:

There were several challenges in front of the organization at the start of this period. The construction workers were facing problems in registration & renewal despite of Board system being digitalized, being independent from the Labor department, having procured computer & other equipments for the district offices etc. The domestic workers were also not getting due attention from the Government with respect to recognition of their work, wage and protective social security system despite of giving several representation to the Labor minister and writing hundreds of letters to the Labor department, CM etc. The Board meeting of DBOCWWB couldn't take place after 14th June'2019 and pace of registration/renewal was also very slow. The team decided to address all these issues with the participation of workers and also taking their suggestions to build the campaign in favor of construction & domestic workers in particular and overall informal sector workers of Delhi.

There were 52 **monthly meetings** organized in slum communities on the issues of need of worker's organizations among informal sector workers, importance of information for awareness building and collective actions for identity & dignity. Around 4162 construction & domestic workers participated in these meetings.

We conducted around 465 **corner meetings** in different localities of Delhi to inform the construction workers about the digital registration of workers in Board, documents required for registration and need of Adhar update as it was made mandatory for registration and availing benefits from the Board. Around 9000 construction workers participated in these meetings.

There were 30 **community meetings** organized to build awareness on the issues of minimum wages, working conditions and social security with domestic workers. Around 1450 domestic workers participated in these meetings.

During the period, there were several initiatives taken by the community members with respect to taking community collective process one step ahead.

We had planned for **cultural campaign** among women workers to build their confidence and strengthen capacity to raise their issues and organize discussion on these issues. It was decided by most of the community women leaders to develop **theatre** on the issues of gender, wage discrimination and violence. Some of the members of Kislay team had already received training on "Theatre of the Oppressed" and used to practice it several years back. At present, one old member of Kislay team and one community youth have taken responsibility to orient the community women on the concept of "Theatre of the oppressed" and assist them in developing theatre on the socio-economic issues.

There are five teams of women comprising construction & domestic workers from five different slum communities who are voluntarily sparing time from their daily chores and learning the techniques of theatre. They had identified social issues like gender discrimination at home & work place, child marriage, domestic violence, alcoholism, sexual abuse at work place and wage discrimination for developing theatres. Therefore, there were five performances on identified issues. The impact of theatre learning and performances is very encouraging. Slowly-slowly, it is building the confidence of the community women as all of them are delivering dialogue in public places first time in their lives. They are being able to speak about the discrimination, violence & other issues in public on which previously they were speaking in closed rooms and many times keeping silence. We feel very optimistic about this change and expect more changes in coming days.

During the year, we organized 12 **awareness walks** in 12 slum communities of Delhi. The subjects of these community walks included minimum wages, equal wages for men & women,



Communities walk on increasing inequality

poor working conditions, increasing inequality and absence of social security for the informal sector workers. Around 1800 men & women workers participated in these community awareness walks. During the walk, the community members were informed about the laws on minimum wages, equal remuneration and its provisions, BOCW act and whom to contact in

case of violation of these acts etc. The walks were organized in all streets of slum community and on every corner, there used to be like corner meetings where the information was disseminated to the community members. The communication materials like hand bills, flex posters etc were also used to disseminate the information. The community walks programs also included respect to women's labor, property right and increasing inequality. The community walks were concluded on 8th March'2020.

We have been able to engage Delhi State Legal Services Authority (DLSA) for **legal awareness** and support to the communities. There were two legal workshops organized for women construction & domestic workers; one at Savda J J Colony and another at N D Tiwary Bhawan. Both workshops were organized with the help from Delhi State Legal Services Authority (DLSA). The workshops included the subjects like minimum wages, equal wages for equal work & payment of wages, working conditions, triple talaq, women's rights, education rights etc. Around 80 women workers participated in these workshops.

In order to engage the government & DBOCWBB on construction worker's issues, we organized four **regional consultations** with construction workers in different locality of Delhi like J J Colony Shiv Vihar, Nilothi, J J Colony Bakkarwala & J J Colony Savda. The consultations were dominated on the issue of huge information gap among the workers. There is no information from the government or Delhi Building & Other Construction Workers Welfare Board (DBOCWWB) regarding any development, changes in the procedures of registration, renewal and claim processing etc. We provided information to the construction workers related to changes in procedures of registration, renewal and claim etc and understanding new registration forms, digital system, procedures & documentation requirement. The construction

workers discussed the strategies and suggested to build pressure on the district Board staffs for speedy registration, renewal and claim processing.



Regional consultation with construction workers

There were three **regional consultations** organized with domestic workers in Vikaspuri, J J Colony sector-7, Dwarka and Sultanpuri on the issues of wages, working conditions and social security for the domestic workers. The domestic workers expressed their frustration on poor attention of Delhi Government on their demands. They also expressed concern for the safety of the domestic workers during work by sharing examples of employer's excessiveness. The timely intervention of the domestic worker's collective and facilitating

domestic workers in filing complaints against the employer in police station and helping in court was also discussed by some of the leaders of the collective. Around 1700 construction and domestic workers participated in these regional consultations.



Community training program with domestic workers

A meeting of national coordinators of **national Platform of Domestic Workers (NPDW)** was called at New Delhi to discuss the impact of labor codes on domestic workers. The coordinators discussed the code on wages in length and there was a common understanding that the code has complex provisions for recognizing the domestic workers and granting the rights of

a worker. The code has provided more privileges to employers and there is poor or no inspecting system to check the violation of the act. It was also decided in the meeting that further discussion will be organized on the codes by engaging some experts to understand the positive and negative aspects of the wage codes and social security codes.

A **Public hearing** was organized on issues of wages at N D Tiwary Bhawan. Around 132 women construction and domestic workers participated in it. The hearing was facilitated by Delhi Legal Aid Services Authority (DALSA).

A short term **course on Painting & coating** was conducted for the women construction workers to develop them as assistant painters. The course was facilitated by Centum (a training institute) and certified by Paints & Coatings Skill Council (PCSC), Government of India. There were 30 women construction workers who participated in the training and got certified.

C. Discussion & consultation on “Code on Wages” & “code on social security & welfare” with the informal sector workers:

There was a **rally & public hearing** organized by worker’s organizations against Code on wages at Jantar Mantar on 2nd August’2019.

A **national consultation** was organized by Working People Charter on **code on wages** for two days at N D Tiwary Bhawan, Delhi. The participants represented National Labor Organizations, National Law University, VV Giri National Labor Institute, academics, lawyers and social activists from all over country. There were discussions & deliberations on the code with a purpose to identify issues & opportunities, developing common demands and discussing future strategies to engage the government for amendments in code on wages.

A national level consultation was organized at Delhi to discuss the latest draft of “The Code on Social Security-2019” and to provide suggestions to the government in order to improve the draft.

Representatives of workers organizations of all sectors (including formal, informal, self-employed and home based workers) met in New Delhi on 23rd & 24th October, 2019 in order to analyze, review, and respond to the *“Code on Social Security” 2019, published at Ministry of Labor Employment Website, dated 17th September 2019.*

A careful reading of the ‘Code on Social Security, 2019’(Version 3.0) indicates an unacceptable frame work due to its explicit desire to exclude the “Unorganized Workers” (as elaborated later). In the alternative what we need is a proper “Right to Social Security Act” which confers upon workers (without discriminating between “organized and “unorganized”) the right to be entitled to and to access all the benefits identified by the ILO in its convention held in 1952.

The consultation arrived on the following points:

1. Social security is a universally recognized human right. The ILO through its Convention No. 102 of 1952 and two of its recommendations on a social protection floor of 2012 (R-202), and on transiting from the informal to the formal economy of 2015 (R-204), has recognized that life cycle approach must be adopted in order to promote social inclusion

and human dignity. This is to be achieved by provision of benefits, in cash or in kind, intended to ensure access to medical care, and health services, as well as income securities through provision for illness, unemployment, employment injuries, maternity, family responsibility, invalidity, loss of family bread winner, as well as during retirement and old age.

2. The Constitution of India through its Preamble, its Fundamental Rights and its Directive Principles of State Policies seeks to achieve economic, social and political justice for all its citizens, and cast a duty on the state, to apply relevant principles, in making laws.

These principles, include measures to reduce inequalities, to ensure that the health and strength of workers, men, women and transgender, and the tender age of children are not abused (Art-39), that right to work, to education, and to public assistance in cases of unemployment, old age sickness, and disablement (Article 41), that provision for just and humane conditions of work, and maternity relief, that living wage, condition of work ensuring decent standard of life and full enjoyment of leisure, and social and cultural opportunities, ending with Article 43A, which stipulated participation of workers in the management of undertaking, establishments or other organizations engaged in any industry.

Against the above national and international standards related to social security, this consultation is of the opinion that the 9 components endorsed by the ILO must be converted into non-negotiable minimum standards made available through justifiable legislation concerning social security. India being a founding member of ILO also owes political responsibility to implement such standards. Beside this, India has also committed to SDG goals particularly Goal- 8 which advocates to achieve the decent work agenda for entire workforce.

This was also mentioned in the consultation that the ESI Act of 1948, and EPF, 1952 put together satisfies 9 components of the ILO social protection floor. Social Security Code (3.0) does contain separate chapters dealing with EPF, ESI, Gratuity, maternity Benefits and Employees compensation. These five elements constitute substantive contents of social security. Unfortunately, however the Code in question is crafted in such a manner, that it dilutes even the existing social security meant for organized sector, and clearly excludes the unorganized working people of India. What is needed is to extend the organized sector benefits like ESI, PF, gratuity, maternity and employee's compensation to unorganized sector by including the latter under existing legislations for the same with appropriate amendments.

We also participated and submitted our suggestions/recommendations on the **Code on Social security 2019** during tripartite consultation called by Ministry of Labor & Employment, GOI. After consultation, MOLE has incorporated our suggestions in chapter VIII & IX in revised Code on Social Security submitted in Lok Sabha. We have raised the issue of registration of construction workers and unorganized workers and functions of the Welfare Board. These were not mentioned in earlier draft code.

We organized three consultations on Code on Social security 2019 for awareness, discussion & suggestions among the informal sector workers focusing construction and domestic workers.

D. Right to housing for urban poor:

Housing in the city like Delhi has always been the focal issue among the urban poor. The issues concerning poor & workers are always at the top during the election period. There were number of announcements related to slum dwellers housing by state and central government and slum dwellers were confused about the reality of these announcements. Therefore, they wanted us to organize mass meetings on this issue for the clarity. We organized three community awareness meetings on the issues of slum policy of Delhi. The slum residents are confused because of several parallel activities going on in Delhi with respect to slum rehabilitation. The primarily responsible agency for slum rehabilitation is “Delhi Urban Shelter Improvement Board” (DUSIB) which comes under Government of NCT of Delhi. But “Delhi Development Authority” (DDA) which is under the Ministry of Urban Development, Government of India has started the slum rehabilitation work for those slums which are on the land of DDA. There are approximately 375 slums on DDA land. The current policy of DUSIB gives emphasis on In-situ development and it has started four experimental projects in four different localities in Delhi. DDA has also announced In-situ rehabilitation for all 375 slums under the name of “Pradhanmantri Udai Yojna”.



Conditions of children of migrant workers

We educated the slum residents about the survey which is going on in Delhi to assess the number of slum dwellers families and their eligibility for rehabilitation; resettlement policy and cost of the dwelling unit, beneficiary share etc. These community mass meetings were organized in Chuna Bhatti slums of Kirti Nagar, Shalimar Bagh & Sultanpuri slums.

We facilitated the slum dwellers to write to Government of Delhi to **waive off beneficiary cost** from the cost of dwelling unit to rehabilitate slum dwellers as it is too high.

- E. **Other activities:** Apart from the above activities; the following activities have also been organized:

1. We are in the process of forming a women construction worker's cooperative among the women construction workers. Initial meetings and consultations have been conducted with leaders of women construction workers. Most of them are in agreement of forming this organization. We are completing the formalities of documentation required for registration of a cooperative in Delhi.
2. We facilitated around 616 construction workers to join Delhi Building & Other Construction Workers Welfare Board for receiving social security benefits during the year.

The community engagements after 20th of March'20 were suspended because of **COVID19 pandemic**. All project staffs were asked to take precautions while going out as the government authorities were continuously restricting gatherings and movements of the mass public. There was a complete lock down after 22nd March'2020 announced by the state government.

The announcement of lock down was sudden that is why most of the daily wage workers couldn't leave for their native places and couldn't receive the wages of the work they performed during previous days or weeks. Most of them used to receive their wages on daily or weekly basis and they used to purchase their ration on daily basis. This sudden announcement forced lakhs of informal sector workers to be confined in their rented accommodation without cash and sufficient food to survive for a long period.

Challenges:

During this year, we faced several challenges like increasing air pollution, communal riots and COVID 19 had major roles to affect the lives of the urban poor communities. Because of increased air pollution, National Green Tribunal (NGT) had ordered for closing down all construction activities in Delhi NCR region. This order affected lakhs of construction workers and allied workers engaged in other indirect activities to lose their livelihoods & wage earnings. Even after opening of construction activities, there were many regulations related to timing of the works etc which hampered the employment. Many poor families became jobless and it continued for more than two months. Many households survived on the earnings of the women domestic workers, home based workers and on doing self employed activities like tailoring, stitching etc.

This was followed by communal riots in eastern part of the city that also affected people's livelihood, earnings, social peace and social harmony. This sort of situation affects the mutual faith & mutual cooperation among the mixed population of the city.

The last phase of the reporting period was affected by COVID 19. This disease was not known to any one and it is without any treatment till date. The information related to COVID 19 and international news about situation in other countries was reaching to the poor through main

stream media and social media. The message was very clear that the lock down, quarantine, isolation is some of the solutions which can save lives.

The other challenges like less opportunity for employment, loss of employment, poor financial conditions, poor working and living conditions are also affecting the physical, mental and social well being of these marginalized communities.

Many women domestic workers may lose jobs because of Covid 19 pandemic. Many employers and Resident Welfare Associations are suggesting for testing and certification of domestic workers for COVID 19. The economic crisis and socio-psychological pressure on the urban poor communities will affect their participation in the socio-economic awareness program and strengthening community collectives.

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 women's work and against the practice of the religion & social system.

The male members engage themselves in the violence when they fail to have dialogue with women on any issue.

Most of the women face strong objections from male members of the family in case they want to go outside for learning and training for any skill or knowledge.

Most of the young age women are not able to share time because of responsibility of children & household work while most of them have willingness to understand and change the patriarchy system.

Learning:

The constant discussion on the subjects and regular engagements with the community members give results. It gives opportunities to develop new logics, new ideas to strengthen the views of oppressed in the communities. We are replicating these processes in the communities to empower the discriminated gender & work force in the communities and trying to reach out to a balanced position.