

Report on the Project Activities - 2022

1. Project funded by the Global Fund for Women

This project is dedicated to organising domestic workers in Koramangala. This project focuses at collectivizing domestic workers and capacitating them to bargain collectively. Most of the domestic workers, work for minimum wage and are not entitled to weekly offs. They are not even identified as workers. Owing to their vulnerability of belonging to various social positions, it becomes easy for the employers to exploit them. We aim to build a collective bargaining committee in Koramangala, which will enable the workers to ask for their rights collectively, through this initiative. Field staff visit the domestic workers at their homes on a daily basis, inform them about their rights as workers and how important it is to get collectivised. We have formed a group of 100 workers and we have been giving them training on collective bargaining process. We also intervene when domestic workers face crises like domestic violence, sexual or physical violence at workplace, withholding of salary etc. We have attempted to make a federation of various domestic workers' collectives in Karnataka. We had launched a campaign on the 12th of June to create awareness among the domestic workers about the need to ratify ILO convention 189. On 16th June we had a gathering at Freedom Park. Around 1000 workers had participated in that gathering. On June 21st the joint action council had submitted a memorandum to the labour commissioner. On 18th November we had launched another campaign against the filing of fraudulent theft cases against domestic workers.

No of staff supported under this project: 2 fulltime + 2 part time

2. Labour rights project Funded by Azim Premji Foundation

Under this project we have organised informal workers of five sectors namely domestic workers, construction workers, sanitation workers, Manual scavengers and retired unorganised sector workers across five different regions in Bangalore. The aim is to enable the workers to stand themselves for their rights in this project. Field staff visit the workers at their homes and bring them to small collectives where they discuss discrimination at their workplace and their rights. We have conducted various trainings on importance of collectivisation and gender sensitization. Workers have been enrolled in various government schemes. We have facilitated monthly meetings of the domestic workers' collective and retired unorganised workers' collective. Legal assistance was provided to workers in case they faced any sort of issues or

discrimination at their work place. We had also intervened at times when crises occurred to people in our collectives or the area we are visiting. A Legal awareness drive has been conducted to create awareness among the workers about their fundamental rights, natural rights, and work place rights. Assistance has been provided to the workers whenever there was a visit from the department or if they had to produce document(s) before the departmental authorities to claim their rights.

No of staff supported under this project: 11 full time

3. Project Funded by China Labour Bulletin

This project is designed to work for the betterment of the garment workers in Bangalore and Mysore and organising them. The field staff aims to raise the consciousness of the garment workers, through frequent factory visits and home visits, thereby bringing them together into workers' collective. Garment workers are provided training in the collective bargaining process and they are assisted in the actual process itself. Apart from these, training was conducted on topics like gender sensitization, leadership development and workplace rights. Collective bargaining meetings with Shahi Exports Pvt. were facilitated and legal support was provided to the garment workers whenever it was required. Our staff do follow up these cases and collate and produce the necessary documents to pursue the same.

No of staff supported under this project: 5

4. Project funded by CFDT

This project is focused on the cross sectorial exchange and learning. On Sep 16th, a seminar was conducted on the topic "CLIMATE CHANGE AND THE INEQUITABLE ENVIRONMENTAL BURDEN ON WORKING PEOPLE". Academics, civil rights activists, workers, and members of Network of Social Action Group participated in that program. On December a working group meeting was convened at IRDS, Villupuram to revive the NSAG activities.

No of staff supported under this project: 3

5. Organisational Development project funded by Laudes Foundation

In continuation with the activities done during the previous final year, several workshops were conducted among the FEDINA staff and NSAG and SIFTU members to formulate strategy and action plan for different sectors that FEDINA focuses. Central committee member and Internal

Change Team met multiple times to finalise the draft document made in the previously stated workshop. Through these activities, documents including ‘Vision, Mission, Value and Goal statement, Organogram, Strategy documents, POSH policy, code of conduct, Finance manual are finalised. The first-year evaluation was conducted in October.

No of staff supported under this project: 10

6. WWDP Project

The target population of this project is the Garment workers. The focus is to provide workers with training on issues related to prevention and dealing with domestic violence, responding to labour rights violations, reproductive health and developing and enhancing leadership skills and abilities of the workers. 80 workers were given training on ways to obtain benefits from factory managements, government, NGOs, and worker organisations in the context of COVID 19 and other adverse circumstances. 78 area meetings were conducted in workers’ residential areas such as Nayandahalli, Byatarayanapura, Bapujinagar, Avalahalli, Muthurayanagar, Dubasipalya, Bangarappanagar, Kengeri, Chokksandra, Peenya, Dasarahalli, etc. 1560 workers participated in these meetings. Online awareness sessions on COVID 19 prevention: at home, during travel to work, at workplace and whom to approach and where to go for treatment if infected with Covid 19 virus including government and NGO helpline numbers were conducted for 120 workers in a year.

No of staff supported under this project: 5

7. NHRF Project

We have conducted training on topics like labour rights, human rights, and women rights under this project. A One-day workshop was conducted to equip the workers with the procedures and process of legal case handling and the documentation. A Two-day residential training was given to workers on basic counselling skills and ways to deal with house and workplace related human rights violations. Conducted regular meetings with the 40 worker leaders (Individually or in Group) to assign tasks and to support the workers, conduct reviews and provide handholding support (as and when required).

No of staff supported under this project:3

8. Foundation to France Project

The main objective of this project was to address the immediate danger of a third wave and the new variants of which there was new information emerging every day. We have opened Covid Awareness Centres in Hongasandra and Doddigunta. The centre also runs a library. This was a pilot project for the informal workers to help them understand their right to have child care and to enable advocating for further state supported replication in other areas. Around 100 children are enrolled in the library. On 2nd October Children's program was conducted in Hongasadra with an intention to facilitate interaction between children and working adults. Theatre workshop was conducted in Hongasandra. Monthly training on gender sensitisation is provided to the children.

No of staff supported under this project: 1 full time

9. TDH project

This is a continuation of project which we have been doing since the last financial year. Focus of this project is to organise agriculture workers in the Villupuram district of Tamil Nadu and rural areas of Pondicherry.

No of staff supported under this project: 4 fulltime