

## FEDINA STRATEGY

Goals	Strategy
1.To facilitate the formation of collectives among vulnerable workers, to enable them to bargain for decent wages, working conditions, and comprehensive social security measures to lead a dignified life.	1. Imparting awareness on workers rights and extending legal assistance
	2. Facilitating leadership among the workers
	3. Influencing public opinion for solidarity action through media
	4. Conducting research and documenting workplace conditions and the violations of workers' rights.
	5. Networking with like-minded organisations at local, national and global platforms
	6. Holding employers/state authorities/investors accountable for the violations of workers' rights and advocating for the requisite policy changes.
	7. Promoting collective bargaining as a means of negotiating with the employers
2. To build fora for women and dalit workers that provides a space for expression/discussion on issues of domestic violence and social discrimination faced by them in their daily lives and thereby facilitate the emergence of leaders who will assert themselves	1.To build fora for women and dalit workers that provides a space for expression/discussion on issues of domestic violence and social discrimination faced by them in their daily lives and thereby facilitate the emergence of leaders who will assert themselves.
	2. Proactively advocating with worker collectives to set up discussion groups for reflection on gender and caste violence/discrimination impacting their lives
	3. Conducting research to understand the dynamics of social discrimination and violence.
	4. Forming crisis intervention groups to aid victims of domestic violence, child abuse and other forms of violence in workers' families.
	5. Build working relationships with organisations and/or individuals who can support various services such as legal, counselling / therapy, shelter homes, etc.
	6. Collaborate with like-minded organisations and networks already working on these issues.
3. To develop healthy communication between working parents and their children towards building a household, free from violence.	1. Work with children to help themselves creatively, develop an understanding on their own emotional and physical wellbeing and sensitising them on challenges faced by working parents
	2. Intervention and support in resolving conflict between working parents and their children.
	3. Design spaces where children and parents can interact and become empathetic to challenges faced by each other.
4. To facilitate the understanding of climate justice amongst the working people.	1.Documenting the impact of the climate crisis on the worker communities.
	2. Enhancing workers' awareness about the climate crisis and its impact on their lives.
	3. Collaborating with individuals and organisations to deepen our understanding on climate justice.
5. To evolve as a resource centre on issues of gender, caste, and labour pertaining to the vulnerable working people.	1. Developing a well-equipped training department, by training of available experienced inhouse human resource and appointing appropriate personnel, capable of imparting trainings on gender, caste and labour.
	2. Ensuring strict adherence to statutory compliances and regularly train the staff on the financial manual of the Organisation.
	3. Setting up a research and documentation unit to generate and share a variety of data on issues of gender, caste and labour experienced by the worker communities.
	4. To formulate and implement a communication strategy that can reach workers widely, though appropriate medium, and language in fostering deeper understanding and awareness on issues of caste, gender, and labour.
	5. Developing capacities of staff to community with each other effectively for smooth functioning towards shared goals, including by training and upgrading technological know-how.