

FEDINA Activity Report 2024

Over overview:

Total outreach beneficiaries/workers contacted: 10850

Number of Area level group meetings: 73

Number of Leadership trainings conducted: 15

Number Legal Awareness drives conducted: 23

Number of workers provided Mediation and Legal provided: 604

Women's groups trainings on Gender empowerment: 44

Number of workers Assistance in Enrollment to Social Security Schemes: 799

Number of children enrolled in Community Library: 210

Number of Community Centres: 4 (Koramangala, Mysore road, Bommanahalli, Doddigunta)

Number of Community libraries: 2 (Bommanahalli and Doddigunta)

Main work areas in Bengaluru:

Koramangala, Mysore Road, Bommanahalli, Doddigunta and Peenya.

1. Project funded by the Global Fund for Women:

- This project is dedicated to working domestic workers in Koramangala and Doddigunta for decent employment. This project focuses at collectivizing domestic workers and capaciting 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 50 workers in Koramangala and 50 workers in Doddigunta and we have been giving them training on the decent work and collective bargaining process. We also intervene when domestic workers face crises like domestic violence, sexual or physical violence at the workplace, withholding of salary etc.
- We have attempted to make a federation of various domestic workers' collectives in Karnataka. The federation member organisations did an area level awareness building campaign in their respective areas for a legal protection of domestic workers on the line of ILO convention 189 and for having a welfare board. On June 19th the joint action committee had submitted a memorandum to the labour commissioner.
- Number staff supported under this project: 2 fulltime + 1 Part time.

2. Project Funded by Azim Premji Foundation:

- Through this project we have been working with workers of five sectors namely domestic workers, construction workers, sanitation workers and manual scavengers and senior citizens/retired informal sector workers across five different regions in Bangalore. The aim is to enable the workers to get aware and stand themselves for their decent employment and social security in this project.
- Field staff visit the workers at their homes and bring them to small collectives where they discuss the issues at their workplace and their rights. We have conducted various training on the importance of collectivisation and gender sensitization.
- Workers have been enrolled in various government schemes like Eshram card, Building and construction workers labour board, Ambedkar Sahaya Hasta, Safai karmachari commission, PM Jan

arogya Yojna, PM Jivan Jyoti scheme, and other government schemes. We have facilitated monthly meetings of the domestic workers, retired unorganised workers/senior citizens and construction workers collectives.

- Legal assistance was provided to workers in case they faced any sort of issues regarding labour at their workplace and especially for women if they are facing gender violence at their workplace or domestic violence. We have also intervened at times when crises like water issues occur in the vulnerable community of people in the area we are working.
- A Legal awareness drive has been conducted to create awareness among the workers about their fundamental rights, natural rights, and workplace 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.
- Report for health facilities for the retired informal sector workers/senior citizens.
- Number of staff supported under this project: 11 full time

4. Project funded by Frères des Hommes:

- This project is mainly to support the intersectoral activities of the Labour rights projects. In which the Different sector wise workers come together and organise a common program. We had 5 such common events in which workers from different sectors were engaged in training and discussion on issues which commonly affects them. The topics were related to leadership development, women empowerment, etc.
- The project also supports capacity building of FEDINA staff in conducting training with the help of training tools.
- The Project is also supporting in leveraging strengths of FEDINA, particularly the training by helping in developing training modules based on the experience of training conducted by the staff.
- We also work with children of the workers in this project through community library initiatives. We had two community libraries for children in the Hongasandra and Doddigunta area. The place is for the children to come together and read, engage in creative activities.
- We also organise a elderly and childrens interaction session where the elderly senior citizens in the community tell interesting stories to the children. It helps to foster a positive relationship between them.
- We also organise cultural events, visits to planetarium for developing scientific temperament among the children.
- Number of staff supported: 1 full time, 1 part time.

5. Project funded by CFDT:

- We conducted a program seminar event for our members of a network of social action groups on the topic of labour issue post covid-19 pandemic. We are planning to relaunch the network of social action groups with our partnership with CFDT for training the new generation leaders.

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.
- The program conducted area meetings with workers and spread awareness on the issue mentioned above.
- Staff supported by the project: 5

7. NHRF Project:

- We have conducted training on topics like labour rights, and women rights under this project. Conducted regular meetings with the 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. FGHR project:

- In this project we conduct training to women garment workers from villages near by Mandya and Mysore district. The workers from different villages were contact and area level meetings were conducted. Training was conducted at village cluster level for the women garment workers.
- No of staff: 4