

TAMIL NADU DOMESTIC WORKERS' WELFARE TRUST

ANNUAL REPORT 2018-2019



Vasu Block, Chitra Avenue, Choolaimedu High Road,
Nungambakam, Chennai-600094

During the reporting period Tamilnadu Domestic Workers Welfare Trust (TDWWT) completed its marathon with vigour, passion and unfettered commitment. It has achieved greater success and satisfaction in empowering lives of many domestic workers, child domestic workers and children of domestic workers by, creating opportunities, building their capacity to embrace opportunities and progress socially and economically. This year the reach of our work has widened on account the new WSM project which enabled us to start five more learning centres and cater to more children.

Learning Centres-A child friendly space for young minds to blossom

This year TNDWWT has added five new learning centers in relocation sites-Perumbakkam, Padapai and Gudapakkam. With the new additions the number of learning centers has risen to 19 from 14. The new centers helped in catering to another 175 children all in the relocation sites. The total number of children who received learning support stood at 670 children. It is to be noted that under the Concern India project the target of 252 children was surpassed by an increase of 23 children due to demand from parents during the reporting period. The children received extra support during examinations.



Each study centre is capable of accommodating 35 students. Children from fourth standard to 12th standard are eligible for admission. The centre functions between .6-8 p.m. The children express the subjects they need to study that learning centre i.e., the homework for the day. And the teacher support the children by clarifying doubts, tutoring on concepts, and monitoring the level of comprehension through snap tests, quiz etc. The teacher also identifies students who require additional attention and support to cope up with the studies. The assessment is made on the basis of their performance in school exams, feedback from school teacher's feedback from parents, the child's ability to comprehend the concepts and the regularity and interest he exhibits in attending the tuition centre. Such students are provided special attention and peer assistants are assigned to support them.



Apart from academics the children's all round personality is moulded through various activities. Commemorative events are organized and children are given a platform to enhance their organizational and soft skills. On such occasions competitions are also conducted. And on a continuous basis they are inculcated with positive attitude, good values, etiquette and good manners. Imparting Life skills is an important component of the process. The teachers are oriented on the topic and the assessment process. Each month

every child is assessed and appropriate intervention is carried out. The children are also members of Child Rights Movements (CRM) and carry out many activities. New teachers and new children joined the study centre this year. Children were engaged many social activities, games, competitions and etc. to make children more sportive and courageous in participating and growing forward along with their regular studies. The children also got an opportunity to develop their life skills, as two training programmes on Personality development were organized for the children January 2019. The children also got an excellent opportunity to express their talents during the Day of Hope celebration. Children made projects, charts, performed dance etc. It was great opportunity to show their talents creativity and imagination.

- At Vyasarpadi, T.Nagar, and New Avadi road.centres, Spoken English classes were conducted by Social Work trainees from city colleges- Loyola, Stella Maris and SRM University. Syllabus meant for Grade-3 was adopted. As part of the course children were given orientation on tasks encountered in practical lives but not taught in schools such as filling of various forms to transact in a Bank and Post Office. 37 children benefitted program.
- Similarly to familiarize them with civic amenities and public conveyances they were taken on an exposure visit to Natesan Park in T.Nagar and for a ride in the Metro Train.
- For children of Perumbakkam a 5 days spoken English course was organized for 20 students by a volunteer from Arul Kadal Theological College. They were taught simple sentence construction, tutoring and practice of commonly used words, phrases and their correct pronunciation. Syllabus meant for grade-2 was adopted.
- In connection with the commemoration of Anti Child Labour Day on the 9th and 12th of June, children planned and prepared for it by preparing slogans, placards and practiced raising slogans. The children enjoyed the team work and got sensitized about the issue and took part in the preparatory activities with a spirit of solidarity.
- Special classes were conducted for students in 10th to 12th standard from New Avadi Road, Vyasarpadi and T.Nagar. Ten students participated in their respective centers.
 - Seven children coached at the study centre have appeared for the public exams and are confident of scoring good marks. (at the time of preparing the report the results were declared and all the children have passed)
 - 27 children of the learning centres are appearing for the X board exams.11 Children are appearing for XI exams. (at the time of preparing the report the results were declared and all the children have passed)



Training and awareness programmes:

Three cooperative awareness meetings were conducted in Chennai, Perumbakkam and Padapai. Around 160 domestic workers were covered through these awareness meetings. Women participated in an awareness programme on cooperative for domestic workers. They were provided basic information on cooperative movement in Tamilnadu and that it was the need of the hour for domestic workers to put their minds and efforts together to form a cooperative for themselves and improve their economic situation. They were told about the principles and role of cooperatives with case studies of AVIN, AMUL, COOPTEX and TUCS. They were also told how they can bid for housekeeping contracts in mid size companies and engage its members with fair wages, working condition and social security benefits. As presently contractor are exploiting worker for low wages with long hours of work.

domestic workers understood the new Concept of labour cooperative, clarified their doubts and gave suggestion about the Cooperative. Most of the participants expected financial assistance through the cooperative. Inputs were also given how the cooperative can serve as vehicle for financial saving and through which, small interest free loans or low cost loans can be provided to its members with some eligibility norms. They got exact idea about the purpose and benefits. They wanted more time to think over it and also discuss with their family members.

Day of Hope-2019



Apart from seven learning centers supported by Concern India many other events were organized during the reporting period. In February 2019 'The Day of Hope' was organized Tamil Nadu Domestic Workers Welfare Trust celebrated



the Day of Hope 2019 at, Loyola College Hall on the 17th February 2019. The programme brought over 440 enthusiastic children from various CRMs and Post School hours Coaching Classes across Chennai and from resettlement areas, viz. Kannagi Nager, Perumbakkam, and Navaloor/Padappai. The Consul General of Belgium to South India, Mr. Mark Van de Verken, was the Chief Guest. There were other dignitaries like; Rev. Dr. Francis Jayapathi, Rector, Loyola College, Dr. John Arokia Raj, State Officer, Caritas India, Tamil Nadu and Pondicherry, Ms. Arthie Samuel Boaz, Educationist and Ms. Jayalakshmi, Director, Sumaithangi Trust.

The Day of Hope celebrations started with a welcome dance by CRM Children from Perumbakkam. Lighting of Kuthuvillakku (traditional oil lamp) was done by the dignitaries on the dais and two CRM members Ms. Arthie and Ms. Sudarshani. Prior to the arrival of the dignitaries the children displayed



88 projects
and 42
charts under



various themes like: Environment, Pollution, Non-formal way of generating power, Volcano eruption, etc. It was a well-worked-out sandwich programme of Felicitations by the guests of honour, cultural programmes, short play on deforestation and global warming etc. The sharing of experiences by the past and present CRM

members gave a booster dose to the other children who are not in CRM. It was an inspiration to all. The panel of guests went around the hall seeing the projects and charts on display and all 130 students who have worked for it were given prizes by Ms. Jayalakshmi, Director, Sumaithangi Trust. After the closing Vote of thanks snacks and tea was distributed to all. All the children were given a gift, Lunch bag. Thus the curtain came down on the Day of Hope 2019 function.

'Kudivilayadu' sports meet



For children living in slum settlements a day long sport events were held in November 2018. 100 children from the 'Learning Centers' participated. Track events

such as 400, 200 and 100 meters sprint and relay and field events such as long jump and shot put were conducted. 30 Children from NDWM won various events of them Ranjitha, Shane, Vimal and Barani stood out by wining in more than three events. All the participants were provided with T-Shirt and Sports shoes. The winners were presented with medals and certificates. The children thoroughly enjoyed the event and felt motivated.



Computer basic training for children of learning centres at Scope International. Around 29 children were provided training by employees of the company. Each child was given a separate laptop and a mentor to teach basics of various programmes in 'WINDOWS' software. The children learnt basic functions of a laptop and how to operate it. They also were given hands on experience of working with MS Word, MS Excel, MS Power point, Gmail and MS



Paint. The classes were conducted once a week for three weeks. On successful completion of the course the children were provided certificates. Ms.Vidya of Choolaimedu witnesses a personal transformation within her. On account of the computer classes conducted by SCOPE International, her knowledge base has widened and her self esteem has been boosted. By participating in events like dance, paper dressing, track events her confidence level and happiness quotient has increased.

General Knowledge Classes

Staff of M/s Sanofi India Pvt Ltd, conducted three months General Knowledge classes for children attending learning centers at Thomas Road and Choolaimedu. 45 children attend the classes which culminated in a quiz competition conducted by Sanofi staff and Concern India staff. The winners were provided with trophies and other participants were given certificate of participation. Two employees from



the company took G.K lessons once a week. The syllabus included areas on – science inventions, Indian history, civics education and sports. The children enthusiastically attended the class and responded well to the volunteers. The volunteers were highly impressed by the discipline and enthusiasm of the children.

Training Programme for children and staff

During the reporting period five training programmes were conducted for children in Chennai, Villupuram and Chennai. The themes on which training were imparted were, stress management, public speaking, time management, memory management, interpersonal relationship, career guidance, mind mapping and life skills. Resource persons were picked from the corporate, motivational trainers and social workers while four programmes were held in Chennai one each was organized in Villupuram and Perumbakkam. Children from Padapai joined the children in Chennai. Around 350 children participated in the one day programme. The programme on career guidance was organized jointly with Loyola Community Radio and the college authorities in principle agreed to admit children from marginalized community and first generation learners if they score reasonable marks. 20 students have applied for various courses at Loyola College.

A two day Life Skills training programme was conducted for the staff and tuition teachers of TNDWWT. This was primarily to build the capacity of tuition teacher in assessing and inculcate life skills to children of learning centers. TNDWWT not only focuses on academic coaching but holistic development. The trained teachers are now conducting mini workshops for their respective centre children on various life skills. The training also has helped the teachers to observe and evaluate life skills in children which are regularly mapped and suitable interventions are implemented.

Feedback of Children:

At the end of the day, few children came forward to share what they have learnt from the training program. Below were the feedback given by the students;

- Methodology adopted for each session was different. This helped us to learn the core concepts with ease.
- In the morning I had different opinion about this training, but now, I have changed my opinion as I have learned many important concepts i.e. time management, memory technique etc. I learnt that even the seconds and fraction of seconds must be valued properly and it will help us to grow.
- Regional language will also help us to achieve heights in life.
- I have learnt the purpose of life. I express my thanks to all faculties for imparting this knowledge and I thank NGO for organizing this training program.
- I have spent this day in a useful and constructive way.
- We will have to use the learning in our day to day life – because, applying this in our life scenarios will help us to achieve things in future.
- I learnt the value of disciple. I will work for protecting our forests.

- This training on life skills will help me to fill the MIS with more accuracy.
- Due to this training I could relate better to the behavior of the children.

Training programme for children.



Scholarship Support

Forty eight girl children of domestic workers were provided scholarship. 28 children are students of Lady Sivasami Iyer Girls.Hr.School with whom TNDWWT has a tie up and 15 children were selected from Thomas road learning centre. The scholarship amount helped the family pay the school tuition fees and also pay for school uniform and other school supplies. The children will be closely followed and mentored to achieve maximum productivity in their studies.



Anti Child Labour Day Commemoration:

TNDWWT and people's Movements all over the world and all those who believe in Child Right raised their strong objections to the cabinet approval to amendment to the Child Labour Act-1986 allowing children below 14 years to work in non-hazardous and family enterprises after the school hours and during vacation time. On June 12th every year NDWM along with world observed Anti



Child Labour Day. This year ILO commemorates the day with the theme 'Generation Safe & Healthy'. Children from NDWM- Child Rights Movement called for the abolition of all forms of Child Labour and for Quality Education for every child. On World Anti Child Labour Day, Children in Chennai through a symbolic protest highlighted the concerns of child labourers who are hidden and their childhoods destroyed and denied. Around 400 children participated in the symbolic protest at Valluvar Kottam. In Chennai Mr. Ramlaingam, Member of Tamilnadu Commission for Protection of Child Rights participated and encouraged children to continue their schooling and to utilize the present SCPCR for redressal of children rights violations. Ms. Esther Maria Selvam -

Regional Manager, Action Aid, spoke to the children asking them to focus on their education not on work at this age and should encourage other children to go for schooling

rather than working. Ms. Sara coordinator at International Justice Mission asked children to voice out for bonded child labourers as they face lot of turmoil more than the child labour. Prof. T.M.N. Deepak, President of December 3 Movement & Assistant Professor at Loyola College narrated three moral and motivational stories to encourage children have big dreams and to strive towards greater goals as children can make many wonders as





Ms. Gayathiri Member of Child Right Movement, Thomas Road spoke about the importance of proper living wage for unorganized workers children parents which would curb the child labour and encourage the parents to make their children to educate.

Prof. Andrew Sesuraj, Convener of Tamil Nadu Child Right Observatory & Assistant Professor at Loyola College spoke about the age of child as 0-18 of age are all children and everyone all them have to go to school and if any of found out of school children with the help of elders and friends they have to encourage them to go to school. All children should be studying and not working in the age of child and raised voice against children working. Thiru. Arul Dass, State Coordinator of National Alliance for People Movement said that there are many children affected by relocation and resettlement in outskirts of Chennai and their schooling is made difficult as they had to change the school or travel long for their school and many do not go to school due to this reason. It is important that the children should be in school studying and in workshop to earn. He raised slogans and children followed saying the slogans. Mr. Kulo Mahe played Parai and sang songs asking parents to take care of the Children and not to spoil the life of them and the children.

CRM activities and its achievements

In all CRM groups the recent increase in bus fare by the state government was discussed. A resolution was passed that the hike was against interest of children as the bus crew have been given targets for collection, they refuse to transport the children as they travel on free passes. This has led to anxiety; scramble to get into buses and overcrowding in few buses which allow children to travel. The hike also has impacted the savings and disposable income of the family. Hence a resolution condemning the hike was passed. A petition signed by all the children was handed over to the official concerned.

In the month of April as decided in March the children procured 25 tree saplings from the government nursery and planted them outside their school compound. Children along with the TNDWWT staff went in pairs and planted the saplings. Each pair will have to water and take care of the saplings, will be reviewed after six months.

In the months of May and June were allocated for debates and discussions on the issue of Child labour and plan for the Anti Child Labor Day. The theme chosen was **'My Right My Future - Say No to Child Labour Yes to Quality Education'** a symbolic protests was organized by the CRM children from Chennai on 9th of June, awareness rally and signature campaign in Perumbakkam on 10 June on a major level, human chain rally on 12 June in Teynampet . Children from TNagar and awareness meetings and rallies in other areas of Chennai

In New Avadi road the children approached the former area councilor and urged him to dismantle a public toilet near their tuition and recreation centre, as the smell from the toilet was pungent and unbearable. The councilor in consultation with the local people gave orders to keep the toilet closed until a suitable decision is taken.

Two more new groups started comprising of 20 children in Kabali Thotam and Mandavali. The children were oriented about the purpose and functions of the CRM and were also provided insights to build a child rights perspective. The children were enthused by the session and were eagerly looking for the next month meeting to plan their activities.

The children have been perturbed by litter strewn around in the ground floor of L block in TNSCB tenements in Perumbakkam relocation site. The ground floor houses few offices and most of the houses are locked, hence no one takes ownership to keep the corridor clean. Repeated campaigns such as putting sign boards asking passersby to not litter the corridor went in vain and the corridor was getting dirtier by the day. Finally the children decided to take up the cleaning task. They borrowed brooms from the occupants in the block and 20 children took turns to clean the block. It was an arduous task to clean the stink and dirt.

The buttons in the elevator situated in B block has worn-out and was not functioning. This put the residence to lot of hardship. The lift man was aware of it but expressed helplessness as the authorities were not responding despite many reminders. One evening after school hours a group of CRM children marched to the office of executive engineer. The engineer was caught unaware, he assured that the annual maintenance contract has been sent for approval and



once approved repairs will be carried. Couple of weeks later the button panel was replaced.

Cancer awareness day was observed in Choolaimedu Girls Hr.School. Ms. Ezhilarasi gave awareness talk on cancer it causes, effects and prevention. She had prepared well and was well received by the audience. The program included a skit and drawing competitions.

The pavement in front of the erstwhile study centre was dug up for repair work by Chennai Metro Water and also the stretch leading to the main road. This blocked the access to the study centre and free access to the entrance to dwelling units. The most affected were children. Negotiating the 10 feet trench was risky and a cause of worry to the parents. The matter was discussed in the CRM and parents meeting. Though many were not hopeful of a positive response from the civic authorities as attempt was made by the children to sensitize the Chief Engineer on the risk to their safety posed by the trench. The official listened to their petition and informed the children that the pipe laying work is scheduled to be completed in two months and until then will ensure that there is adequate safety measures are put in place. Three days after the assurance more barricades were put in place to warn and protect the pedestrians. The space, on the edges of the thoroughfare leading to the tenements were cleared, creating more space for the people to walk around the trench.



International Domestic Workers Day



International Domestic workers day was celebrated on June 14th 2018 in Perumbakkam. In that Dr.Kannagipakkianthan, IAS. (State women commissioner), Ms.Esther (Regional Manager, Action Aid and Action Aid team), Ms.Jeyalakshmi (Director, Annai illam) and her team), Sr.Clara (NDWM), Sr.Valarmathi and her team have Participated in the celebration.

Mrs.Esther (Regional manager, Action Aid) & their team, Mrs.Jeyalakshmi (Annai illam) & their team, Mrs. Geethadevi (Income tax Dept), Sr.Clara (Coordinator, NDWM) and Sr.Valarmathi (State coordinator, NDWM) were participated in the celebration. Different types of games are conducted for the women's to make them to be happy on the day. For the winners, the prizes are given. The chief guests motivated the women to "Never give up" in their life .They were encouraged to live with unity and together fight for their rights. 210 women took part in the celebration.

Domestic workers did a role play by addressing the issues that are face by domestic workers; in the role play they have shown answer to face those issues. They said that, the unity among the domestic workers that need to be strong then only we can achieve a lot. As a team they sang a song that says about the injustice that is happening for the domestic workers. More than 260 domestic were gathered to celebrate the domestic workers day. In this meeting they were demanding the Govt. to fix minimum wage, Cancelled new labour code, Rectify ILO C-189 and respect domestic workers as the other workers. At the end they raised slogans to the Government, to accept all the demands of the domestic workers.

International Women's Day -2019



The international women's day was observed at Padapai and Perumbakkam on 9th and 10th of March, 2019. The theme was 'Think Equal, Build Smart, Innovate for Change'. The women along with children 500 in number took out a rally in the resettlement colonies. The hour long rally concluded with the speech by Sr.Valarmathi. She explained that as women workers they should be united and fight for their rights.



In April 2018 Mr.Devaneyan, Director of Thozhamai, gave leadership training to 60 women. The domestic workers learnt to raise questions to authority. The women through this training became fully aware of the causes of their present situation as women who have been relocated to TNSCB tenements. They are now fully aware that unless they question officials in department concerned their basic needs and civic problems will not be solved. They also now know that even in the family situation they have to question when they feel the views are not heard or they are treated badly. Of the children who underwent coaching at the learning centre all the 19 children who appeared for the school public exams passed it with good grades.

'Have learnt that, "Raising question is very important and being as a domestic worker it's my right to ask question and stand for my rights." Mrs.Parimala Gandhi.

Mrs.Suveetha: "The case studies which the trainer shared ,has moved me and I am motivated me to come up in my life, be a domestic worker is not something I should feel inferior of but I should question and demand decent work and wages'

Ms.Vijilia, Project Officer, Action Aid, spoke to the around 40 women on ILO (International Labour Organisation) C-189. A post graduate in labour studies, she clearly explained to the domestic workers present about the importance of the convention and India's position with respect to ratifying the convention. As an outcome the participants gained the knowledge about the rights that are recommended by the ILO C-189. The domestic workers understood that unless they unite and fight for it.

In March an awareness programme on various benefits a member is eligible when registered with the domestic workers welfare board was provided to 60 domestic workers. The Project Coordinator from Tamilnadu Domestic Workers Welfare Trust (TDWWT) handled the session and explained clearly the various entitlements and the documents and time frame within which they should apply for to avail the benefits. Many participants, prayed ignorance of such benefits available to them. They all were provided with a flyer containing all the details of the various benefits, the authority to whom they should apply and the documents that are required. Few women who have already applied for the benefits and yet to receive the prescribed amount shared their grievances. The Project Coordinator assured them that the applications will be followed up and feedback on the status will be provided to them.

In May, TNDWWT and Action Aid organized a capacity building program for 30 domestic workers on ILO C-189 and Government Order⁷². Advocate Ms.Ramapriya and expert in international labour law along with ILO C-189 and Government Order⁷², pertaining to minimum wages. The trainer explained how the Govt. order 72 and ILO C-189 are connected and she explained the various wage rates fixed by the government. She concluded the session with the message that the wages notified are very less and that the women should demand for a fair wage.

In September, TNDWWT and Action Aid organized a capacity building program for 53 domestic workers on ILO C-189 and Government Order⁷². Advocate Ms.Ramapriya and expert in international labour law along with ILO C-189 and Government Order⁷², pertaining to minimum wages. The trainer explained how the Govt. order 72 and ILO C-189 are connected and she explained the various wage rates fixed by the government. She concluded the session with the message that they wages notified are very less and that woman should demand for a fair wage.

In the same month TNDWWT and Action Aid jointly organized a training program on Sexual harassment at the work place (Prevention, Prohibition and Redressal) Act, 2013 and ILO C-189. Advocate Ms.Ramapriya and expert in international labour law; spoke at length about the salient features of the Act and how it empowers, women domestic workers. She explained the Act clause by clause and the mechanisms provided in the Act.

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During the month October Mr.Ashok from Labour Net, gave training to 50 women on how to use modern tools in housekeeping in different settings i.e., in apartments, office complexes, hostels hospitals and hotels. The women got to handle modern equipments and came to know about latest cleaning agents. Five women who underwent training managed to get employment in the pay scale of 10-13 thousand rupees.

Project Coordinator in charge of Kannagi Nagar and Padapai gave advanced leadership training to the women of Perumbakkam. 22 women benefited from the training; they were inputs decision making, problem solving, and stress management and public speaking skills. The domestic workers understood the qualities of a leader and their role in family, work spot and in society they also understood the concept of leader. They understood the importance of taking leadership to secure their rights Domestic workers came to know the important of being as a leader and the principles that have to follow by the leader. They

were made to reflect and recognize the leadership roles they are currently performing in their daily lives. They listed out the instances and identified the leadership qualities they exhibited. They enjoyed the exercise and felt elated that they are leaders too what was required was self awareness.

Domestic workers understood the new concept of labour cooperative, clarified their doubts and gave suggestion about forming a cooperative. The 25 participants were part of a 60 members who had earlier attended an introductory session on Cooperative. Those who want to know more about a cooperative for domestic worker attended this session. They were given context specific inputs on how they can start a cooperative and improve their economic situation.

Madurai Coordinator conducted training on preparing organic, nutritious and low cost pickles using lemon and ginger. 34 women participated in training. They were informed that they could make a profit of 20% if they follow this method of pickle making. 3 domestic workers who attended the training prepared pickles and sold it to their neighbors and employers and made a profit of around. Rs.300/-for every Kilo of pickle sold.

Physiotherapy Treatment



On July 20th, 2018 Physiotherapists from German came to Perumbakkam in order to give treatment to the domestic workers and to teach exercises for them to lead healthiest life. 20 Domestic workers have met the doctors and received medical advices from them. At the end of the session the doctor's have taught physical exercises to the domestic workers which would be helpful for them to get rid of back and leg pain. The domestic workers were very happy to learn those exercises and they got the hope that they can take care of their health well.

Siddha – Varma Clinic

In November 2018 - Medical camp on was organized in AA21 office around 51 people participated in it. The domestic workers have met the doctors and received medical advices from them. Many women who were suffering from varicose veins, joint stiffness, back pain, and arthritis benefited from the treatment. They were also taught simple but very effective exercises for muscles and joints. On follow up many women who were regular in doing the exercise felt very good effect. 50 women attended the camp and 60% said they benefited from the treatment and exercise.

Eye screening camp

On 1st December 2018 eye camp conducted by Shankaranethralaya, 100 people consisting of women and men attended the screening camp. In the screening camp they were mainly checked for cataract and glaucoma. Eight persons who were found to be having advance stages of cataract were referred to Shankaranethralaya for free surgery. 25 persons were advised to come for the hospital for free checkup after six months and if surgery is needed they will be eligible for free surgery. Eleven persons were prescribed eye glasses. A team of four specialists and four optometrists were part of the medical team. They performed pupil dilation and visual field testing. Those required further tests were referred to the hospital.

Diabetic Screening Camp

In December Diabetic camp was organized. A team of five technicians checked the blood pressure and took blood samples from the people. 76 women attended the screening and 25 women were selected for one year free treatment at VHS hospital in Taramani. Women were also given nutrition tips to prevent and manage diabetes. They were advised a diet high on fiber, liberal intake of buttermilk, fresh seasonal fruits, green vegetables, etc.” They were also told to make exercise an important part of their lifestyle. Women who attended the camp expressed that they benefitted immensely from the camp especially tips on nutrition. They have been receiving numerous information from different sources, but now they are convinced as to which is an ideal diet to manage diabetes. They also wanted the organizers to organize one more camp and there are many would have benefited but couldn’t attend due to other commitments.

Seed money for women entrepreneurs:

Thirty four domestic workers were provided with seed money to start petty business during their off –times. The women who availed the money are now trading in cloths, groceries, plastic items, batter and toys. After their working hours are finished the women mostly during the evening hours do business. It is expected that their household income which improve by 15% once their business stabilizes.



Achievements:

- 275 Children were enrolled and benefitted from the evening study centers.
- 227 were regular to the study centre.
- 20 children who dropped out of the study centre were brought back through house visits and counseling to the parents who preferred paid tuitions.
- 33 New children have joined the evening study centers.
- 10 children have discontinued for personal reasons such as difficulty in crossing the road being one of the reasons.
- In Vyasarpadi centre the change of the serving teacher who got married created mild disruption in the activities. On account of the change of teacher few children stopped coming to the centre. Now a new teacher, a undergraduate in science has been appointed. She is also a daughter of a domestic worker. Now the children strength has stabilized at 27.
- Eleven children who attended the evening centre successfully completed higher secondary course (+2).
- 30% of women who attended the skill trainings have received increase in their salary.
- 44 workers have now become part time traders and their household income has gone up by 10-15%.
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Challenges faced / Challenges overcome:

Change of teachers in Perumbakkam, Vyasarpadi, Choolaimedu at short notice.

New Avadi road, though the public toilet adjacent to the tuition centre is closed, it is not permanent. Hence there is always a possibility for people resuming to use it. Hence a govt order should be obtained.

In Thomas road (T.Nagar) centre, tuition is affected when the room is used for meetings by the political party which owns the building.

In Thomas road- the classes are held in the residence of the teacher in charge as the erstwhile centre is a political office and an alternate place is hard to get.

The centres in Choolaimedu and Mylapore are not available during annual, half yearly and quarterly holidays as the schools remain closed.

In Perumbakkam, majority of the children are going to their native places during summer holidays hence the attendance is low.

Attempts to find an ideal place for the learning centre has so far not borne fruit. A solution to the issue is still eluding.

Three staff resigned hence it was challenge to train the new staffs without stagnation of work. But the challenge was overcome by promoting two animator as supervisors and coordinator was newly appointed.

The present Tamilnadu Government was not keen in addressing the grievances of the domestic workers, the minimum wages declared by them.

Statistics :-

Total new domestic workers identified-2534

Total floor meeting held with domestic workers- 174

Total members attended the meeting-2281

Total new members enrolled in the union- 570

Total No: of CRM groups formed during the reporting period-40

Total No: of members (children) - 615

Total No of CRM meetings-148

The topics predominantly discussed and shared in the meetings are:-

- To new members the history, philosophy, timelines, activities, benefits and achievement of Domestic Workers Union are explained in order to collectivise the newly identified domestic workers.
- Discussion and information sharing on the idea to form a labour cooperative of domestic workers for their economic empowerment.
- Cooperative as an alternative to SHGs and Chit Funds as a means to create a savings, benefitting a community.
- Prepare the members living in slums and unauthorised settlements-how to face eviction with a rights perspective.
- Concept, purpose and benefits of Child Rights Movement (CRM)
- Ill effects of newly formulated 4 labour codes.
- Salient features of ILO C189 and its implication to domestic worker in India/Tamilnadu.

Stories that need to be told....



Miss. Ilavarasy (on the left) attends the learning centre at New Avadi road. She is an average student but puts in a lot of hard work. It seems she has been overlooked by her teachers at school when ever children are selected to be part of school events. Buelah deep down yearned to be part of such a team but opportunity never came her way. But through the learning centre she got an wonderful opportunity. The teacher encouraged her to make an attempt at making a exhibit. She was excited and also nervous. She expressed her desire but not sure of her ability, she brained stormed her idea with the tuition teacher and finally decided to

make a model of a village as she loved her village. But since the assignment was not part of school work her mother did not pay attention to her. Buelah shared her situation with the learning centre teacher and the teacher paired her with another child in the centre. The other child contributed money for buying the models and bother together joyfully worked on the project. After few failed attempts, they finally managed to zero in on a particular layout and started to position the models of trees, hut, shrubs, school building etc. After ten days of hard work they completed the project to their satisfaction. Her exhibit was appreciated by many when exhibited. The following week the coordinator visited the centre and appreciated participants and asked them to share their experiences. When her turn came Buelah couldn't speak, she was crying profusely in joy. After some time she concluded that days leading to the event was the most best part of her life and will remain so ever. The teacher shared that this was the most powerful impact on account of the centre.

Ms. Gayathri of Thomas Road Centre is a warm, talkative and chirpy girl. But her life was routine and dull. Her father a carpenter, for a certain phase of her early childhood was addicted to alcohol and neglected the family. Her mother had to work in three houses to support the family. Thus, Gayathri was on her own most of



the day. She would attend school and after which she used to play with the children in her immediate neighbourhood. Apart from this she had no other stimulation. Gayathri was good in studies and much better than her elder brother. She exhibited 'arrogance' 'head weight'. Since her brother found it difficult to cope with studies he was sent to this free learning centre. His brother liked the teaching and the learning environment. Seeing his enthusiasm, Gayathri also wanted to get admitted in the learning centre. In the early phase in the learning centre she used to keep to herself. She assumed that all the other children have come to the learning centre as they were weak in studies like her brother. But slowly she learnt to her surprise that the children were equally smart like her. Including those who were quite and soft spoken.

Earlier Miss. Gayathri, never got to explore her innate talents as there was no one to guide her. But in learning centre, she had opportunity to indulge in activities similar to public speaking such as storytelling, poem recitation and reading out current news and 'Thirukurral' during CRM meetings. She started to participate in competitions in school, but would never, accept tasks which involves public speaking. This aspect was identified by the teacher and interventions were designed to help Gayathri gain confidence. The impact of the efforts of Tamilnadu Domestic Workers Welfare Trust (TNDWWT) manifested during the 'Day of Hope' celebration. Miss. was pushed, coached and encouraged to be the 'emcee'. During initial practice sessions she couldn't stop giggling due to anxiety. But in a couple of days of practice she was getting the flow. Her script was recorded in a smart phone and played back to her. Slowly she gained confidence and interest. On the appointed day Gayathri went on stage with confidence, joy and broad smile. She essayed her role as a emcee with grace. It was a red letter day for her and all who supported her.

Name: Mrs.Valarmathi

Age : 45, Caste : SC ,Education: 6th

Address: F block, Door .no.63, 2nd floor ezhil nagar Perumbakkam.

Mrs.Valarmathi is now a destitute she lived in Saidapet Jothiyammal Nagar before being evicted due Perumbakkam during Chennai floods. She has working as a domestic worker for the past twenty years. In Chennai she used work in two houses and earn Rs.5000 per th. Her husband abanded her along with thier three children. Her eldest son accidently fell in the cooum while playing and died when he was seven years old. As a young single women she faced lots of hardship and threats to her dignity. Men used to appraoch her with ulterior motives and knock on her dorrs during the night. She had to use force many a times to safeguard herself. Her second son died in an accident when he was seventeen years old. From thence she has been leading a very sober but peaceful life with her youngest son.

In 2016 she resettled in Perumbakkam and misfortune struck her once more, her youngest son also died in an accident at the age of 23. She was devastated and lost hope in life but she was not a coward to end her life as she was a fighter. Due to age reated illness she couldnt carry on with paid domestic work.. But to survive she needed a livelihood. After giving a deep thought she set up a petty shop infornt of her block. She made a profit of thirty to hunder rupees per day. She was very content with it initially. But as cost of essential comodities and maintenance saw a spike, he budget was not sufficient to replenish the stocks in her shop. This was affecting her profiability and income. She could not borrow from money lenders as the interest rates where high. She was also a regular member to floor meetings, training programmes. Through the coordinator she learnt that there is a possibility for her to avail interest free loans from TDWWT .

On receipt of the mony she was able to buy goods in bulk and with ready cash. As she made cash payment the cost of goods also was competitive. This saw a increse in her profit and now it is sufficent she opens to staff only in the evening. Now she gets sufficient rest and time to take care of herself in her old age.

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Name: Ms.Raji

Age : 34

Caste: SC, Address: 74/22nd block, Perumbakkam.

She lived in Ranganadhapuram Medavakkam due to eviction she was resettled by the Government in the present location. She has two sons and her mom with her. Elder son has nerve problem (fits) so he is not working and younger son is studying. Her mother has some health issue she can't walk and has poor eye sight. Raji takes care of her mother. Her husband left her after 3 years of their marriage. They did inter caste marriage regarding that they had some family issue and he left. As a single mother taking care of children and her mother by doing domestic work. For one year she is living in Perumbakkam, not going for domestic work now, since she got some health issue. Doctor advised her for not to go to domestic work and he said, she affected by chemicals it might very dangerous to her life. So she is not going for domestic work now. Planning to do mineral water business. In 2018 she has joined in domestic workers union and is an active member of the women's group. She attended most of the training programmes and developed her leadership skills and confidence. During floor meeting the animator shared that there is a possibility for single woman headed families to avail interest free loan to augment their income. She applied for the loan and convinced the staff that she has plan and will be in a position to repay the money from the following month itself.

TDWWT has accepted her application and also has provided her loan.

Press Meet

Press Meet highlighting the case of the murder of trafficked domestic worker Ms.Mahalakshmi. Who was trafficked as a child from Andhra and made to work as a domestic worker in a business mans house for 4 years and murdered after torture by the employeeer.

Another pressmeet along with representative from unorganised workers federation was held to express protest against the recently introduced labour codes.



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