ANNUAL REPORT (2019-2020)



TAMILNADU DOMESTIC WORKERS WELFARE TRUST

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

ABOUT TNDWWT

TNDWWT in Tamil Nadu is a non-governmental organisation that has been working for over three decades to support and organize groups of Domestic workers and developing leadership among the domestic workers. They have grown in experience, knowledge and number. TNDWWT has built a strong network with other Civil Society Organisations, Government departments, trade unions and other stakeholders like the National Platform for Domestic Workers, Workers' Charter, and unorganized workers Federation to achieve the rights of the domestic worker. Reaching out to policy makers and civil servants is at the core of their activities, which has led to positive relationships with both State and National Labour minister, the Labour secretary and the Labour commissioner. TNDWWT also networks at the International level with International Labour Organization (ILO), GAATW Global Alliance against trafficking of women, Migrant Forum in Asia and IDWN (International Domestic Workers Network).

MISSION

To create platform in the society for less privileged children and provide them with opportunities to learn about their rights and empower them, to strengthen their capacities and thus enhance their skills, especially in their academic studies and work with stakeholders to promote child participation as a way of life, in all the matters concerning them and provide sustainable childhood.

VISION

A world in which every child enjoys his/her right to survival, education, development, protection and participation.

INTRODUCTION:

During the reporting period Tamil Nadu Domestic Workers Welfare Trust (TDWWT) completed its race with great passion, dedication and unfettered commitment. It has reached its goal in empowering lives of many domestic workers, and children of domestic workers by, creating opportunities for the upliftment of their livelihood, building their ability to embrace opportunities and to understand themselves with self confidence to get prosperity in their life socially and economically. "Teach a man to fish rather than give him the fish" keeping this in mind we created a platform for all the people who are in need of it.

LEARNING CENTRES-A CHILD FRIENDLY SPACE FOR YOUNG MINDS TO BLOSSOM

TNDWWT is maintaining 19 learning centres with their sincere efforts. Around 619 children are getting benefits to nurture their future, and to mould themselves to stand with self confidence and to come out with their hidden peculiar talents.

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 participate in various training programmes are life skills, Capacity Building, Self Defence and Menstrual Hygiene. The children also got an excellent opportunity to express their talents during the Day of Hope (2020) celebration. Children made projects, charts, performed dance etc. It was great opportunity to show their talents creativity and imagination

Key Activities in Learning Centre:

• Two hours of individual attention to the children six days a week to assist them in subjects and areas they need extra tutoring.

- Paying special attention to each individual to cope up with their academic studies.
- Creating a space for children to develop their talents.
- Extra care on slow learners and special classes for them
- Self defence classes has been conducted for the girl students to help them protect from social evils
- Menstrual hygiene classes are also taken for girl children's and a healthy hygiene is been taught to them
- Life skill classes are conducted monthly and its impact are seen in the change of their regular behaviours attitudes
- Capacity Building Programme was organised to develop their social skill and also help to identify their hidden talents.

S.No	Learning Centre	No. Of Centres	No. Of. Children
1	Chennai learning Centre	5	185
2	Perumbakkam Learning Centre	8	250
3	Kannagi Nagar Learning Centre	2	64
4	Padappai Learning Centre	3	86
5	Kodapakkam Learning Centre	1	34
		Total	619

DAY OF HOPE:

Every year day of hope is conducted in the month of February. In Chennai as well as in Perumbakkam Day of hope is organised in a well disciplined manner on 16th and 23rd February 2020. Children of Domestic workers are in the Child Rights Movement and taking part in various awareness and right based activities to stand for the children rights and enhancing their talents in a great way. Around 700 children enthusiastically participated in the entire program and they express their talents spectacularly. Especially the day of hope was held to make the children feel happy and it is providing a platform for the children to showcase their talents, which directly gives a hope that they are not weak and neither incapable. Children can come up in life by taking different paths such as sports, dance, and art and so on, rather sticking up with studies alone, where this sort of hope was given to the children who participated in the day of hope program. Moreover all the CRM Children and

tuition students are actively participated in various programs like facial painting, Dance and Drama were performed by the students on various theme like, Child Rights, Save Environment and Substance abuse.

In Chennai children around 400 were participated and Chief guest of the day Mrs. Kanyababu Committee member of vishaka guidelines (against sexual harassment of women) and also a member of POSCO (protection of Child from Sexual offence act) and other dignitaries are Arul Doss (Social Activist), Mr.Aadhi & Mr.Arunvijay (Vijay T.V. Anchor) and Mr.Prabhakaran (Co. Founder of UUU foundation). Around 53 children displayed their exhibits on Art out of waste.

In Perumbakkam, Children around 300 were participated. Chief guest of the programme is Mr. Arul Doss (Social Activist) and other Dignitaries are Muthu Kumaran (Social Worker), and Rahul Raja (Guinness World Record Holder). Around 33 children displayed their exhibits on Art out of waste.

TRAINING PROGRAMMES FOR CHILDREN:

Life Skill Programme:

In today educational system the curriculum concentrates more on finishing the syllabus and making the students to compete in exam, the curriculum is so stressful that the children forget to learn with enjoyment and also fail to develop their social skill, that is were like skill come into play, life skill is conducted twice a month, this time of the month the life skill training was concentrated on Self awareness, problem solving, decision making Mr. Moses Social worker conducted classes for the teachers and students.

During this project period 56 sessions were conducted and 254 children attended the session. Children effectively learned Self awareness, Communication skill, IPR Skill, Creative thinking, coping with stress, decision making, problem solving skill in all learning centre. It helps to change their Attitude and behaviour modification and also Children learnt even in a small matters how to make good decision. During the life Skill Session more than 90 % children regularly attended the session. And for all the 10th and 11th students this session were helpful for them to appear their board exams without any fear.

Capacity Building Programme:

- 1. On 29th December 2019, Capacity Building Workshops was conducted. Mr. Moses a social worker and experienced expert in capacity building for children's took class for the children's, the age group were between 10-16 and 63 members were participated, they came to know about the code of conduct with others and how to use the modern means of communication, their uses and harm to them. 63 CRM members participated and the topics were discussed are The Ten Commandments (Code of Conduct) by the children, for the children, Modern means of communication (Mobile phones): its merits and demerits. And Modernity and social changes: its co-related health hazards.
- 1. On 09th Feb 2020 capacity building programme was conducted in Perumbakkam. Mr. Venkatesan took the class and the whole programme were activity based. And the children are actively engaged in the activities. Around 60 CRM Children participated and the topics were discussed are Self Acceptance and Self Understanding, Interpersonal Relationship and Adjustment and Adoptability.
- On 01st March 2020 capacity Building Programme was conducted for kannagi Nagar CRM Children in Perumbakkam. Mr. Haridoss (Counsellor, juvenile Home) took the class and the topics discussed are Interpersonal relationships, Goal Setting, Self Motivation and Communication.

Menstrual Hygiene:

Menstrual heath is one of the biggest and most neglected health issues among woman's and In India specially we see lot of myth that revolves around Menstrual health and menstrual hygiene to help children understand about menstrual cycle and menstrual health the team has effectively collaborated with RUWSEK and worked with children from all learning centre to help them understand about menstrual hygiene and menstrual health, the teachers help them regarding steps to be taken during menstrual cycle like how many times they have to change pad and why they are getting periods, and importantly explain to them that menstrual blood does not make them any less of a human being and it is not bad to break the myth and explained to them that it makes them a healthy women to carry life and produce life to sustain nature and life, they also teach simple steps that can be taken towards personal care that can be taken up themselves during menstrual cycle to relive themselves from pain during cycle During this programme 80% Girl children understood menstrual health issues and menstrual hygiene other reproductive systems, and 90% Children now can relate the difference between

reproductive organs. All the attended children's came to know about the usage of napkins and sanitary pads. 135 girl children got benefit from the programme.

Self Defence:

Self defence trainings were given by KravMaga TN (IKMF,Israel) and during this reporting period we organized 14 trainings to the children. 125 children participated. Self defence trainings were useful for girl children to protect themselves from the unsafe situations and unknown persons, First session introductory session, they explained about the unsafe situations, how to handle the unsafe situation and from persons was explained through excises. Lot of inputs was given to understand well. The training consisted of Basic Hand Defence, basic strikes for protection and not for harming innocents, combination of Defence, strikes and movements, how to protect and release from Hand holds, Hair holds and hugs. Also Games were conducted to increase Reflection and aggression and also stimulation situations were made and students were involved in the stimulations to prevent them. Totally 135 students participated in self defence class. Because of the students own enthusiasm and staffs motivation the students continue to practice self defence in the centre.

Koodivilayadu (Sports Meet)

Koodivilayadu is an inter Ngo sports meet, which took place on 26th September 2019 at Nehru park – Chetpet, 91 children's from the organization participated in this event. And students actively took part in sports activities like Athletics 100 Meters, 200 Meters, and 400 Meters, Short put, Long Jump and Relay according to age wise category. Children have won Medals in all events. 2 overall champions have been selected and were given bag as a gift. All the participants were given a pencil box set with stationeries and participation certificates.

STATE LEVEL CONSULTATION:

A state level consultation was held at Perumbakkam on 5th October 2019 with the participants of over 199 and with the constitution MP and MLA, and stake holders from various organisation also took part in it. With continuous reflective meeting among the YUW in Perumbakkam we were able to analyse various community issues such as lack in education system, damage in infrastructure, very less wages for domestic workers to bring forth these issues known to the concerned stakeholders TNDWWT organised a state level campaign in Perumbakkam. 500 participants participated in this program who are domestic workers and some Young urban women the chief guest for the day was Mrs. Thamizachi Thangapandian Member of Parliament for south Chennai. In this program leaders from three domain which is

domestic worker, Young Urban Women and Child rights Movement represented themselves and shared their life in Perumbakkam a special cultural event took place to highlight social issues and traditional south Indian dance through folk dance and folk singing After the sharing of our leaders, the chief guest expressed her heartily congratulations to all the leaders and women who boldly shared their experience in work place, educational institute and in their living environment, she spoke that she will definitely work towards addressing the people issues in Perumbakkam.

TRAINING PROGRAMMES FOR DOMESTIC WORKERS:

Skill Training:

Skill Training was held in kanchipuram and Chennai 08 batches have been trained with trained over 320 members. These domestic workers were given training on their code of contact, developing their communication, and training on skill development for three days were held by trainers. These training sessions taught them the modern use of house hold items and how to handle them carefully, these also include the progression in learning with their profession, the learnt the skills on house keeper and house keeper cum cook.

Capacity Building for Cooperatives:

On 23 and 25th of January we have conducted capacity building for domestic workers in Perumbakkam about small scale investment which can be formed later as an cooperative, in this session they were given brief introduction about types of small scale business and about investment, in the session they were advised to first keep an name for their company and were told that before money they have to invest themselves first in their business that is the only way to make their venture great.

Capacity Building for Young Urban Women Members:

On 23rd and 24th Jan 2020, Capacity building programme was conducted for Young Urban Women on Economic Security. Young urban women in Perumbakkam are facing various issues related to economic security mostly because our women in Perumbakkam cannot travel to long distance for work even if they go for such jobs they are paid very less and whatever they earn is spent on travelling itself, to motivate economic activity among women in Perumbakkam the TNSCB has taken an initiative to give training on small scale business for entrepreneurship which can be an step forward to have their own economic generating system to sustain their families

To encourage these Young Urban Women who are part of the training to understand the importance of small scale business this capacity building program was conducted. Miss. Jenny and TODO Team are the resourced person for the training Sessions, Miss. Jenny took sessions on "What is Small Scale business & types of the Small Scale business and how to invest on it". Next Day Sessions was taken by TODO team on "Branding".

On 25th & 26th Feb 2020, Capacity Building Program was conducted on bodily integrity. Young Urban Women in Perumbakkam face lot of challenges in day to day bases, they face economic challenges to support their family with alcoholic or abusive partner, they have to struggle to reach places to meet their daily needs and they face physical violence without knowing that it is a crime against them and over time get used to it which leads to bodily negligence and violation of rights of weaker sex

To educate and empower these women to stand up for themselves this capacity building program was conducted, the resource person for the program were free lancing AFCAT, UPSC and civil service aspirants Mrs, Aiswariya and Ms. Mohana Lakshmi

Cooperative Canteen:

A Canteen has been started by domestic workers of Padappai on Jan 2020 and named as **Makkal Parambariyam Unavagam** with the help of TNDWWT in Loyola College. The canteen has been quoted named as Domestic workers food stall and domestic workers will be working in the canteen. As the progression of the canteen more domestic workers will be economically benefited by working with similar starts ups. Five Domestic workers have initiated this program from Padapai. It has been Running Successfully, also taking a lot of orders from the college.

INTERNATIONAL WOMEN'S DAY CELEBARTION:

"Manidhi Veliyea Vaa"

The international women's day was celebrated to honour all the women who contribute themselves for rising fair society towards development, the program was conducted on 7th of march in Perumbakkam SCB. The program was presided over by Mrs. Yasmeen, CEO of Mauto. Everyone who had gathered was inspired by her spectacular speech. She shared her own life experience how she struggled to reach this height. Though she got marriage at age of 17, she strongly believed that her husband would support her to achieve her goal and she

worked for it and made her dream to come true. She stressed there is no age limit for anyone to succeed in life. Her speech spread enthusiasm to the crowd.

Sister Clarammal, Mrs Esther Regional Manager, Mrs Malthi counsellor of One Stop Centre was the chief quest of this program. Sr. Calarammal insisted about the importance of women role in development of a home and a nation. Moreover Mrs. Esther began the session with a question "Whether women in India are able to practice their rights?", she explained that the organization has taken time to create a booklet which talks about women who faced violence and how they resurfaced from the problem with the help of Action Aid the name of the book is "The charter of the women workers" and the book was released and the first copy was given to Sr. Clara and the book was given to other chief guest as well the book was released by all the YUW Leaders and poster was also released followed by chanting of rights to empower the young urban women was done, Mrs. Esther spoke that rights will remain silent as long as we remain silent we need to raise our voice to make sure that they are followed and we should always remember that without women, development is not possible just as a example she explained that if women refused to do work at their own home then it will create a chaos to their family.

Varieties of programs were performed on stage by the members of Young Urban Women. 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. 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.

After that session Ms. Sunitha from Action Aid introduced the YUW leaders who are Ms. Yamuna, Ms. Nathiya, Ms. Lalitha, Ms, Yasmeen and Ms. Vaisali and explained their roles and responsibility to the crowd and explained that the platform is provided so that Young Urban Women can develop themselves and get their rights to function within Perumbakkam

After her speech awards were distributed prize for winners of the competition conducted on 6th of March after that vote of thanks was delivered by Ms.Vijiliya from Action Aid Chennai.

INTERNATIONAL YOUTH DAY:

"Transforming Education Towards Non- Gender Discriminatory Education"

Tamil Nadu Domestic workers organized a semi cultural event in Government arts and

International Youth day and also to encourage "Transforming Educational Practice" in institution to achieve greatness in every individual and to become a productive member of this society, Perumbakkam is a relocation site with evicted people from Chennai city and institution which impart knowledge in Perumbakkam is not fully equipped with needs which can encourage and motivate learning, it is always in the hands of the teachers and other staffs to bring forth decision making towards arising problems in education system, to bring democratic practise in education system; were students



will become a part of decision making was one of the aim of this cultural event on International youth day

NDWM organised and supported by Actionaid India conducted a semi cultural event in Government arts and Science College Perumbakkam to promote "Transforming Education" on August 15 on the 75thIndependence Day. The main objective is to learn about non gender discriminatory practise through "Transforming Educational Practice" in education Institution. The chief guest for the day was Dr. Rosy Fernando centre for Excellence- retail from SHASUN Jain College, Sr. Shaya Theresa from Stella Maris college, Mr. Saleth from Labour Net, Ms. Esther MariyaSelvam Regional Manager from Actionaid and Sr. Valarmathi state coordinator NDWM participated and shared their valuable inputs regarding transforming educational practice to bring forth the non gender discriminatory practice in educational institute

Around 250 students participate in the program along with it students expressed their creative side through various competition that was hosted during the program, students involvement was showed brightly in art competition, debate, poetry and in composition competition later the prize winners were awarded prize during Young Urban Women Meeting a state level

campaign on 24th august in the presence of Mr. Aravind Ramesh Legislative Member of the Assembly sholinganallur.

Forum for Young Urban Women:

To inaugurate a platform for the young urban women in Perumbakkam (Resettlement area), NDWM organized a state level campaign for young urban women supported by Actionaid India, the main purpose of this campaign is to build a strong Young Urban Women Forum in Perumbakkam resettlement area to raise their voice in union to stop injustice which is



happening to them, after relocation Young urban women in Perumbakkam is facing a lot of disturbance in their day to day life, because of the relocation men have lost their habituated jobs, children's have lost a better education system. Employment for women domestic workers are largely affected due to the eviction crisis and they also face crisis with the infrastructure provided by the government.

The main objective of this program is to present the difficulties of YUW in Perumbakkam in front of the Member of their legislative assembly Mr. Aravind Ramesh and for special speaker we brought forth Mr. Christudos Gandhi retired IAS officer to share is knowledge on how to utilize the opportunities in government to create a better life from them.

Around 250 YUW women participated ranging from the age group of 16 to 29 few highlight from the program is that we had leaders within the age group of 15-20, 20-25 and 25-29 represent the issues they face in relocation site, at the end of the session Mr.Arvind Ramesh-MLA spoke that he will take action to bring forth the needs of YUW in Perumbakkam, the needs were mostly based on Gender Responsive Public Service towards YUW and Job Opportunity for men and women in the community and quality education for their children.

Post and Auto Campaign:

The main objective of this campaign from NDWM and Actionaid is to educate Young Urban women in Perumbakkam to grow in knowledge "to help them help themselves" and to create an safe environment with the availing rights for their sustainability, one of the main reason

for this post campaign is to help these Young Urban Women to understand the importance of social security code and ILO for Domestic Workers, C190

The main reason for us to mainstream this social security code and ILO for Domestic Workers and C190 is to stop gender based violence in work place because most of the young urban women in Perumbakkam are workers from unorganised sector if the current social security code is passed into action these unorganized sector workers will be taken away from

most of the benefits from the government, social security code based on the 4th Draft they are trying to bring all the unorganized sector into one labour sector which is leading in cancelling of ESI, PF, Gratuity and Maternity leave for Women Workers which is a severe threat and which will



create and imbalance in the ecosystem leading the poor to become more poor, The ILO C190 is a bill which is appreciated by India in ILO convention in Geneva but it is not still passed in India , this bill will help in developing a better environment for domestic workers around 200 domestic workers and YUW participated to express their solidarity for ILO for Domestic Workers C190 and to stop gender based violence

In this campaign around 200 women participated and showed their solidarity, the purpose of this campaign was explained by Ms. Vijilaya and Mr. Moorthy from Actionaid, they both explained about how social security code can take away their benefits from government and importance of safety in work place about C190 after the campaign all the women participated in writing their post card and posting them.

State Level Campaigns:

Women in Perumbakkam face lot of violence in day to day life, them being the pillar of strength and support they often become tired because of the situation in Perumbakkam in terms of harassment, this session was organized by TNDWWT and supported by Actionaid, this platform was created for a session with one stop solution centre and active division from women and child welfare board Tamil Nadu, their main objective is to give care and guidance and solution for women who are victims of domestic violence, sexual harassment and many more.

The speaker for the session is Ms. Malathi from one stop solution centre, she gave a introduction about her organization and what all it does in terms of helping women in crisis, OSC provide free legal service, short stay home, counselling, ambulance service, police protection for women in distress the session was conducted in an interactive manner and she spoke about how being an Young Urban Women they can help themselves and their friend in need of help, also she spoke that women has to first come out of their submissive self and come reach for help and said that violence is violence from anybody even if it is from our own family members, and importantly mothers should first teach their children what is safe and unsafe touch and if their children complain to them about uncomfortable experience mothers should react soon and not blame the child for the act, if a parent is going to blame the child for such event saying "what were you doing" or "why did you go out in late hours" or any other reason it will make the child fell that they are the reason for such cause and will not come to parents to explain such danger which will actually become safe for the perpetuator to abuse more, and winded up the session by sharing their 24/7 emergency contact number which is 181 and 22233355 in this session around 40 members participated and were benefited

"SAY NO TO SEXUAL HARASSMENT AND BE DIGITALLY SAFE"

The Program was organized by TNDWWT and supported by Action help Young India to people Perumbakkam understand about the effects of harassment especially about digital harassment, platform was created so that one stop solution centre an active department in women and child welfare board, to help the youngsters



understand the importance of Digital harassment and about OSC and in what way they can help them during crisis

In today's world everything is in finger touch and our youngsters become a victim of social media harassment to highlight such issues this event was conducted in Perumbakkam government arts and science were around 170 students participated in the program Ms. Ida Priyanavarathna project coordinator TNDWWT explained types of harassment which is

verbal, non verbal, physical and digital later the stage was shared by Mrs. Malathi chief counselling officer in OSC and Mrs. Christeena Administrative officer spoke in what ways men can approach and take charge of a victims life and in what ways OSC can help the victims to have a safe life they even shared real cases history and ways through which youth can handle digital means safely. Also spoke digital safety while using social media and shared characters of digital abusers which are how they can actually make the victim believe that they are safe in the relationship and later will start abusing them in conclusion they stated that it is important to have self-discipline in terms of sharing personal information which can save oneself from any form of harassment.

Later, all the participants and staffs pledged and placed their hand print saying that they will take immediate action to stop gender based violence.



Scholarship Support

Seventy eight children of domestic workers were provided scholarship. The scholarship amount helped the family to 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.

Seed money for women entrepreneurs:

162 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 and also it will helps to uplift their family economic situation.

Statistics:-

Total new domestic workers identified-12,664

Total floor meeting held with domestic workers–757

Total members attended the meeting-7814

Total new members enrolled in the union- 1553

Total No. of CRM groups formed during the reporting period-152

Total No. of members (children) - 1742

Total No. of CRM meetings-331

Conclusion:

Last but not least we walk with the help of some kind hearted people in this world and worked for the people who lost their hope and searching someone to support them mentally and socially in future. Their enthusiastic approach reminded us and insisted us, yet we have some miles to go by joining the hands with the peoples who care them.

Children Rights Movement











Day of Hope Chennai and Perumbakkam













Koodiviyaliyadu - Inter NGO Sports







Self Defence Training



Menstrual hygiene Training



OUR DONORS









