

Subject: Request for nominations in the Consultative Meet on Support Mechanism available for the Cause of Domestic Workers from 18-19 June, 2018 at NIPCCD, Headquarters, New Delhi

Sir/ Madam,

The Institute is organizing a "**Consultative Meet on Support Mechanism available for the Cause of Domestic Workers from 18-19 June, 2018 at NIPCCD, Headquarters, New Delhi**". The objectives of the meet are to: review the socio - economic and working condition of Female Domestic Workers; map the organizations working for the welfare of domestic workers; work out strategies to improve the working conditions of female domestic workers; document the challenges faced by organizations in supporting female domestic workers; and work out strategies to improve the working conditions of female domestic workers. About 30-35 participants comprising representatives of the NGOs and Universities professionals engaged for the welfare and development of female domestic workers are expected to participate in the Meet.

2. You are requested to nominate two senior/middle level officials from your department / organization in the meet. The deputed personnel's should have done commendable contribution in terms of welfare and development of domestic workers. They will also be required to give a presentation on developing support mechanism to improve the working conditions of Female Domestic Workers. **The participants from NGOs who attended any training programme of the Institute in last two years and having educational qualifications below graduation may kindly not be nominated.**

3. The participants from **NGOs** will be reimbursed travel grant up to AC II tier rail fare (excluding Rajdhani, Shatabdi, Duronto express and AC Bus) by the shortest route to and from venue of the programme. The journey by road to the nearest railway /bus station will be paid to the non-official participants as per NIPCCD norms. In order to facilitate online payment of TA, the participants from NGOs are requested to bring their Accounts details including Name and Complete Address of their Bank, Account Number, IFS code, PAN Card Number and Aadhar Number. **Officials deputed from Government department will draw their TA from their respective departments.** However, the Institute will provide free board and lodging facilities to all the outstation participants at its hostel for the duration of the meet and one day before and after the programme.

4. It is requested that nomination in the enclosed proforma duly completed with a passport sized colour photograph, forwarded by Head of the Organization may be sent to the Institute at the **earliest and latest by 11 June, 2018**. The programme design and nomination proforma can also be downloaded from website of the Institute i.e. www.nipccd.nic.in. For any other clarifications please contact Ms. Prema Pandey, Assistant Director on 011-26566995 preferably between 09.00 a.m. to 05.30 p.m. on working days. It is requested that the nominee may proceed for the programme only after **receiving confirmation from the Institute**.

Thanking You,

Yours faithfully,

(Vandana Thapar)
Joint Director (WD)

Encl: As above

विषय : धरेलू श्रमिकों के लिए उपलब्ध सहायता तंत्र पर निपसिड, नई दिल्ली में 18-19 जून, 2018 तक आयोजित परामर्श बैठक" हेतु नामांकन का अनुरोध

महोदय/महोदया

संस्थान 18-19 जून, 2018 से निपसिड मुख्यालय, नई दिल्ली में "धरेलू श्रमिकों के लिए उपलब्ध सहायता तंत्र" पर एक परामर्श बैठक का आयोजन कर रहा है। इस परामर्श बैठक के उद्देश्य इस प्रकार हैं : महिला धरेलू श्रमिकों की सामाजिक-आर्थिक और कामकाजी स्थिति की समीक्षा करना; धरेलू श्रमिकों के कल्याण के लिए कार्यरत संस्थाओं का मानचित्रण करना; महिला धरेलू श्रमिकों की कामकाजी परिस्थितियों में सुधार करने के लिए रणनीतियां तैयार करना; महिला धरेलू श्रमिकों को समर्थन देने वाली संस्थाओं द्वारा सामना की जाने वाली चुनौतियों का दस्तावेज तैयार करना; तथा उनकी कामकाजी परिस्थितियों में सुधार लाने के लिए रणनीतियां तैयार करना। इस कार्यक्रम में महिला धरेलू श्रमिकों के कल्याण एवं विकास हेतु कार्यरत लगभग 30-35 गैर-सरकारी संगठनों के प्रतिनिधि एवं विश्वविद्यालयों के प्रोफेशनल भाग लेंगे।

2. आपसे अनुरोध है कि अपने विभाग/संगठन के किसी वरिष्ठ/मध्य स्तर के दो अधिकारियों को कार्यक्रम में भाग लेने के लिए नामित करें। जिन कर्मियों ने धरेलू श्रमिकों के कल्याण और विकास के संदर्भ में सराहनीय योगदान किया हो। इस संदर्भ में उन्हें एक प्रस्तुति देने की भी आवश्यकता होगी। गैर-सरकारी संगठनों के जिन सहभागियों ने पिछले दो वर्ष में संस्थान के किसी प्रशिक्षण कार्यक्रम में हिस्सा लिया है, तथा जिनकी शैक्षिक अर्हता स्नातक से कम है, उन्हें कार्यक्रम में भाग लेने के लिए नामित न करें।

3. गैर-सरकारी संगठनों के सहभागियों को सबसे छोटे मार्ग से कार्यक्रम स्थल तक आने-जाने का एसी टू टीयर (AC-II tier) का रेल किराया (राजधानी, शताब्दी और दुरन्तो एक्सप्रेस तथा एसी बस/तत्काल को छोड़कर) दिया जायेगा। गैर-सरकारी सहभागियों को नजदीकी रेलवे स्टेशन/बस स्टेशन तक सड़क यात्रा पर दिए गए वास्तविक खर्च का भुगतान संस्थान के नियमानुसार किया जाएगा। स्थानीय सहभागियों को स्थानीय वाहन पर होने वाले वास्तविक खर्च का भुगतान किया जाएगा, अतः एव अनुरोध है कि यात्रा भुगतान हेतु आप अपनी बैंक खाते संबंधित सूचना जैसे बैंक का नाम व पता, बैंक खाता संख्या, आई एफ एस कोड, पैन कार्ड संख्या एवं आधार कार्ड संख्या अपने साथ अवश्य लेकर आएं। सरकारी विभागों के अधिकारी यात्रा भत्ता/दैनिक भत्ता अपने-अपने कार्यालयों/विभागों से प्राप्त करेंगे तथापि संस्थान कार्यक्रम की अवधि के दौरान तथा एक दिन पहले एवं एक दिन बाद तक बाहर से आने वाले सभी सहभागियों के भोजन और आवास की निःशुल्क व्यवस्था निपसिड, नई दिल्ली स्थित अपने परिसर के छात्रावास में करेगा।

4. अनुरोध है कि नामांकन पासपोर्ट आकार की रंगीन फोटोग्राफ के साथ संलग्न प्रोफार्मा में विधिवत रूप से भर कर अपने संगठन/विभाग प्रमुख द्वारा संस्थान में 11 जून, 2018 तक अवश्य भेज दिए जाएं। कार्यक्रम की रूपरेखा और नामांकन प्रपत्र इस संस्थान की वेबसाइट अर्थात् www.nipccd.nic.in से भी डाउनलोड किया जा सकता है। नामित प्रतिनिधि का विवरण हमें wdnipccd@gmail.com पर भी भेजा जा सकता है। कृपया इस बारे में जानकारी हेतु श्रीमती प्रेमा पाण्डे, सहायक निदेशक (011- 26566995, ई-मेल premalp.smile@gmail.com) से संपर्क करें। अनुरोध है कि नामित प्रतिनिधि संस्थान से सहभागिता की पुष्टि होने पर ही कार्यक्रम में भाग लेने के लिए प्रस्थान करें।

धन्यवाद,

भवदीय,

(वन्दना थापर)

संयुक्त निदेशक (महिला विकास)

संलग्नक : उपर्युक्तानुसार

Consultative Meet on Support Mechanism available for the Cause of Domestic Workers

Dates: 18-19 June, 2018

Venue: NIPCCD, New Delhi

PROGRAMME DESIGN

Women represent 50 per cent of the adult population and one third of labour force, they carry on average 53 per cent of total burden of work in developing countries and 51 per cent of that in industrial countries. As per Census 2011, workers constituted 39.79 per cent of total population whereas the ratio of female workers was 25.51 per cent. The State of Himachal Pradesh had the highest female work participation rate (44.8%) whereas the lowest was reported in case of Delhi (10.6%). Domestic Work in India is a highly feminized sector of work, and there has been a phenomenal increase in the number and proportion of women in paid domestic service over the decades. The Census shows the numbers of female workers aged 15-59 went up 17% between 2001 and 2011. In cities, it went up over 70% from around 14.7 million in 2001 to 25 million in 2011. India is witnessing a constant increase in the number of domestic workers. Lack of bargaining powers makes domestic workers as one of the most exploited sections of the society. They are more vulnerable to the ill treatment at the hands of the employer.

Domestic workers come from vulnerable communities and backward areas. The majority are poor, illiterate, unskilled and do not understand the urban labour market. Their work is undervalued, underpaid and poorly regulated. Lack of decent wages, work conditions and defined work time, violence, abuse, sexual harassment at workplace, victimization at the hands of traffickers/ placement agencies, forced migration, lack of welfare measures and lack of skill development avenues resulting in stagnation are major issues that they face. Some steps have been taken by the Government of India in recent years to provide legal protection and social security to domestic workers as, they have been included in "The Unorganized Workers Social Security Act (2008)" and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. There have been other measures as well, like extension of the Rashtriya Swasthya Bima Yojana (RSBY) to cover domestic workers and the notification of Minimum Wages by a few State Governments. The National Council of Women (NCW) drafted the "Domestic Workers Welfare and Social Security Act, 2010" Bill highlighting the exploitative nature of domestic work by spurious placement agencies.

The major issues relating to domestic workers are that working in other people's houses which are considered as private spaces makes it difficult to bring the house environment under the ambit of a legal framework. Secondly, since most of the domestic workers are illiterate they are ignorant of their rights and are easily exploited and deprived of wages and humane working conditions. Also, most of the domestic workers are recruited from rural or tribal areas it becomes difficult for them to adapt themselves to new environment, culture, and language which in turn increase their loneliness and anxiety. They have no or very little time to socialize with friends or relatives and most often is prohibited from doing so. Coupled with the lack of state regulation of domestic service, the status of the domestic workers has been reduced to nothing short of servility.

Non-availability of the jobs in rural or tribal areas facilitates continuous supply of the women workers to Delhi and the other cities. Domestic Workers are highly exploited and denied just wages and humane working conditions. The wages paid to them are well below the minimum wages for unskilled or semi-skilled workers. In addition, most of them are made to work for a minimum of 15 hours a day, seven days a week. Their wages and rest time are at the employer's mercy. Domestic workers are also

sometimes the victims of suspicion. They are often accused of thefts and are subjected to physical violence, police interrogation, conviction, and even dismissal. Therefore, it is realized that the issues faced by domestic workers need to be addressed in a common platform with the people, engaged for the welfare and development of domestic workers. Keeping this in view, the Institute proposes to organize a **Consultative Meet on Support Mechanism available for the Cause of Domestic Workers on 18-19 June, 2018 at NIPCCD, Headquarters, New Delhi.**

Objectives

The objectives of the Meet will be to:

- review the socio - economic & working condition of Female Domestic Workers;
- map the organizations working for the welfare of domestic workers;
- work out strategies to improve the working conditions of female domestic workers;
- document the challenges faced by organizations in supporting female domestic workers; and
- work out strategies to improve the working conditions of Female Domestic Workers.

Contents:

The contents will broadly cover: discussion on key issues confronting them such as socio-economic and working conditions of female domestic workers; legal provisions and its effectiveness; and devising strategies to advocate for their rights concerning fair wages, social security and safety from violence.

Participants:

About 30-35 participants comprising representatives of the NGOs and Universities professionals engaged for the welfare and development of female domestic workers are likely to participate in the Meet.

NGO-Partnership System Registration:

The NGOs nominating their representatives are expected to have registered under the **NGO Partnership System of NITI Ayog** and furnish their **Unique ID number** in the nomination proforma.

Venue and Duration:

The duration of the meet will be of **two days** i.e. from **18–19 June, 2018** and the same will be organized in **National Institute of Public Cooperation and Child Development (NIPCCD)** located at **5, Siri Institutional Area, HauzKhas, (opposite HauzKhas, Police Station) New Delhi-110016.**

Travel, Board and Lodging:

The representatives of voluntary organizations will be paid travel grant equivalent to **AC II tier rail fare (excluding Shatabdi/ Duronto/ Rajdhani Express and AC Bus)** by the shortest route to and from the venue of the programme. The journey by road to the nearest railway station/bus station will be paid to the non-official participants as per Institute's Rule. Local participants will be paid local conveyance as per Institute's Rule. In order to facilitate online payment of TA, the participants from NGOs are requested to bring their Accounts details including Name and Complete Address of their Bank, Account Number, IFS code, PAN Card Number and Aadhar Number. However, **officials deputed from Government**

departments, will draw their TA from their respective departments. The Institute will arrange free board and lodging facilities for all the outstation participants in its hostel located at its premises. The hostel accommodation will be available to the participants only for the duration of the programme and one day before and one day after the programme.

General Instructions

- The nomination for participation should be sent in the enclosed proforma **along with recent passport size photograph by 11 June, 2018.**
- **The participants are advised to proceed only after receiving the confirmation about their participation from the Institute.** In case of non- receipt of confirmation letter, they are requested to confirm their participation over phone or via email before proceeding for the programme.
- Confirmed Participants should report for the meet at **9.00 a.m. on 18 June, 2018 (Monday). The Consultative Meet will conclude on 19 June, 2018 (Tuesday) at 5.30 p.m.**
- **It is mandatory for all the participants to get one of their identity proofs** (Passport/Election Card/PAN Card/Aadhar Card) and show the same while reporting in the hostel and at the time of registration for the Workshop. **Government officials may show their official identity card.**
- Hostel accommodation will be available to the participants for the duration of the programme and one day before and one day after the programme.
- The Institute will have no responsibilities whatsoever towards board and lodging in respect of family members, relatives or friends of the participants. The Institute will not be able to take the responsibility of making reservation of the participants.

Contact Details

All related correspondence regarding the workshop should be addressed to:

**Smt. VandanaThapar, Joint Director
(Women Development Division)**

National Institute of Public Cooperation & Child Development
5, Siri Institutional Area, HauzKhas, New Delhi-110016

**Tele: (011) 26566995; Telefax: (011)26602311
PABX: 011-26963002/26969010/26602313 Extn.415 & 461
Email: wdnipccd@gmail.com or premalp.smile@gmail.com**

Ph. 01126566995 Email: wdnipccd@gmail.com Website: www.nipccd.nic.in

राष्ट्रीय जन सहयोग एवं बाल विकास संस्थान, नई दिल्ली
National Institute of Public Cooperation & Child Development, New Delhi

सहभागियों के लिए प्रोफार्मा Proforma for Participants

“घरेलू श्रमिकों के लिए उपलब्ध सहायता तंत्र पर परामर्श बैठक”

Consultative Meet on Support Mechanism available for the Cause of Domestic Workers

Name of the Programme Incharge: Smt. Prema Pandey

कार्यक्रम प्रभारी का नाम: श्रीमती प्रेमा पाण्डे

Dated : 18-19 June, 2018; दिनांक: 18-19 जून, 2018

Photograph

Specify (✓)
Govt. Dept. / NGO

भाग- क
Part – A

NITI Ayog UID No.

- सहभागी का नाम एवं पद
Name of the Participant & Designation
(CAPITAL LETTERS)
 - जन्मतिथि / Date of Birth
 - Age / आयु
 - लिंग स्त्री / पुरुष Sex: Male/Female
 - अनु.जा / जन.जा / अ.पि.व / अ.सं.व / सामान्य / अन्य
SC/ST/OBC/Minority/Gen/Others:
- शैक्षिक / व्यावसायिक योग्ताएं / Educational/Professional Qualifications:
- क्या सहभागी अंग्रेजी एवं हिन्दी भाषा अच्छी तरह से समझ लेता है एवं उसके माध्यम से बातचीत कर सकता है
हां / नहीं
Whether the participant can comprehend and communicate effectively in English & Hindi
Yes/No
- प्रायोजित करने वाले संगठन / विभाग का नाम एवं डाक पता पिन कोड सहित
Name & Address of the sponsoring organization/department
- दूरभाष / Telephone No.
ई-मेल / E-mail
- संस्थान के मुख्य कार्य / Major functions of the Organisations
- सहभागियों का पाठ्यक्रम हेतु पत्राचार के लिए पता, अगर क्रम संख्या 04 से अलग है
Postal address of the participant for the purpose of correspondence for the programme (If it is different from S.No 4.)
- सहभागियों की सेवा / अनुभव की अवधि / Length of service/experience of the participant:
वर्ष / Year
- इससे पूर्व निपसिड के किसी कार्यक्रम / कार्यशाला में भाग लिया है
हां / नहीं

Have you earlier attended any Programme/ Workshop at NIPCC D
Yes/No

यदि हां, तो कार्यक्रम /कार्यशाला का नाम तथा वर्ष स्पष्ट करिए

If yes specify the name and year of Programme/Workshop

कार्यक्रम / कार्यशाला का नाम स्थान / Venue वर्ष / Year

Name of the Programme/Workshop

i)

ii)

10. सहभागी की प्रायोजित करने वाले संगठन में भूमिका और उत्तरदायित्व

Role and responsibilities of the participants in the sponsoring organization

1

2

3

11. NGO Registration Details/ गैर सरकारी संस्था का पंजीकरण विवरण :

NGO Registration Number	Act under which the Organization is registered	State

12. Grant in Aid Obtained/ izkIr fd;k x;k lgk;rk vuqknku :

S.No.	Name of the Institution/ Organization	Grant received from State Govt./Central Govt./ Any other Organization	Beneficiaries	Status of the Project	Remarks
1					
2					
3					

13. I here by certified that I am medically fit and do not require any support of family members/relatives/care givers during my stay at the NIPCCD Hostel.

मैं यह प्रमाणित करता/करती हूँ कि मैं पूर्ण रूप से स्वस्थ हूँ तथा निपसिड छात्रावास में मुझे परिवार के किसी सदस्य, रिश्तेदार या मित्र के साथ ठहरने की आवश्यकता नहीं होगी ।

दिनांक:

हस्ताक्षर

भाग-ख Part B

(प्रायोजित संस्थाओं के लिए) (For Sponsoring Organisation)

निपसिड नई दिल्ली में 18-19 जून, 2018 तक आयोजित "घरेलू श्रमिकों के लिए उपलब्ध सहायता तंत्र पर परामर्श बैठक " में भाग लेने के लिए मैं श्री/श्रीमती/सुश्री-----का आवेदन पत्र अग्रेषित कर रहा/रही हूँ । कृपया उन का नामांकन स्वीकार करें । ये हमारे संगठन के वास्तविक कर्मचारी हैं ।

I forward the application of Shri/Smt./Ms._____to participate in the **Consultative Meet on Support Mechanism available for the Cause of Domestic Workers from 18-19 June, 2018** at NIPCCD New Delhi. His/her nomination may kindly be accepted as he/she is a bonafide employee of my organization.

संगठन प्रमुख के हस्ताक्षर / Signature of Head of the Organisation

नाम / Name

पदनाम /

Designation

संगठन का पूरा पता /Complete Address of the Organization